



Navy-wide Personnel Survey (NPS)

1990-1996:

Summary of Trends

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Michael Ford
Murrey Olmsted**

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| 13. ABSTRACT (Maximum 200 words) Seven previous Navy-wide Personnel Survey (NPS) questionnaires (1990-1996) were screened for questions that appeared on two or more of the surveys. The data for those questions were retrieved from the corresponding data bases and depicted on graphs. These data are based on Navy-wide samples of 3 to 5 percent of the eligible enlisted and 8 to 12 percent of the eligible officer populations during the last 7 years. Generally, officers hold more positive views on the Navy than enlisted personnel. Some of the downward trends in perceptions about Navy programs during the last few years seem to be turning around in the 1996 NPS. The upward trends generally relate to the service member and family services area. Both officers and enlisted personnel showed improved satisfaction in these areas during the past few years. | | | | | |
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Foreword

Administered annually since 1990, the Navy-wide Personnel Survey (NPS) is a major product of the Navy Survey Resource Center (NSRC) at the Navy Personnel Research and Development Center. The NPS examines the perceptions of personnel in a variety of areas including detailing and the assignment process, quality of life programs, organizational climate, and health issues. This information is valuable to managers and policy makers in program formulation and evaluation.

NPS 1996 was conducted under the sponsorship of the Chief of Naval Personnel (PERS-00) within reimbursable Work Unit 97WRPS500. Data collection concluded in mid October 1996, and the results of the survey were briefed to the Chief of Naval Personnel, his staff, and sponsors in March 1997.

This technical note presents trends of core items represented in several of the previous NPS surveys. Any questions regarding this report should be directed to Dr. John Kantor, (619) 553-7651 or DSN 553-7651.

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Director
Personnel and Organizational Assessment Department

Executive Summary

Introduction

The responses on seven Navy-wide Personnel Surveys have been compared and charted in this report. Items with consistent wording were analyzed, and the results are depicted in graphs. Only those questions that remained the same during those years were included in the comparisons. When interpreting results, only items that show two consecutive downturns or upturns should be considered trends. The statistical significance of each directional shift on the graph is purposefully omitted in favor of letting the reader decide on the practical significance of each trend. The reason for this decision is that the large number of cases in the surveys causes even small differences in trends to be statistically significant, although many of those differences may not be practically meaningful. In interpreting the trends, a conservative estimate of error (+3% to -3%) in the data may be used. This means that if a 50 percent agreement with a statement changed from one year to another, such change should not be considered meaningful unless it changed to 47 percent or less or to 53 percent or more. Between 47 percent and 53 percent is considered the same as 50 percent, no change.

Results

Personal and Career

Naval personnel reported virtually the same percentage of males to females at their commands. More than two-thirds of all Navy respondents believe that women have the ability to succeed in combat roles.

Detailing and Assignment Process

Satisfaction with the detailing assignment has been increasing during the last few years from 83 percent in 1990 to 90 percent in 1996.

Satisfaction with BUPERS ACCESS is a mixed bag. Larger percentages reported that it was easy to use and that it provided them with information they needed. However, it did not make getting in touch with their detailers easier.

Quality of Life Programs

Service Member and Family Support Programs

Overall, 62 percent of officers who used the programs rated them as "good" or "very good," up from 44 percent since 1992. Sixty-two percent of the enlisted who used the programs rated them as "good" or "very good," up from 45 percent since 1991.

Housing and Finances

Eighty-six percent of the officers and 58 percent of the enlisted reported that they can afford the things they or their families needed. These perceptions are about the same as they were in 1990.

Child Care

Only 4 percent of the officers and 8 percent of the enlisted reported that child care needs are interfering with their job performance. These figures are somewhat smaller than in previous years. Officers showed an increase in satisfaction with their current child care arrangements from previous years; enlisted reported no difference in their satisfaction.

Organizational Climate

Job Satisfaction

The vast majority of naval personnel are satisfied with their current job without any change during the last few years. The majority of officers and enlisted reported that they are glad they chose the Navy over other organizations. However, there is a wide gap between officers and enlisted in their satisfaction with pay.

While there was virtually no change from previous years in the percent of enlisted who believe they will stay in the Navy until retirement, officers reported more certainty about their intentions to stay in the Navy until retirement.

Health Issues

Navy Drug/Alcohol and Obesity Program Policies

Over half of enlisted and officers throughout the years agreed that the Navy rules on the use and abuse of alcohol should be more strictly enforced. The majority of naval personnel are in agreement that penalties for the abuse of alcohol at their command are sufficient. Officers reported increased availability of immediate intervention and referral to treatment for those with alcohol problems, while enlisted responses remained unchanged.

Health Promotion Programs

Forty-one percent of the officers and 33 percent of the enlisted agree that stress management/stress reduction skills are encouraged at their commands. There was no reported change from previous years on these issues.

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Introduction

Problem

The morale and job performance of Navy personnel take on added importance in an era of rightsizing, where each individual must contribute to the increased efficiency required of a reduced force in a still-hostile world. Navy personnel attitudes and opinions represent vital input to the development and continuous improvement of Navy policies and programs. Therefore, such opinions must be measured in a systematic and timely fashion, to furnish an accurate reflection of the views of the Navy's diverse and widespread membership.

Purpose

The Navy-wide Personnel Survey (NPS), administered annually since 1990, was designed to collect opinion data on a systematic basis and to provide timely information on issues of importance to policy makers. The annual sampling, representative of the entire Navy population, allows the identification and analysis of trends in opinions and attitudes toward plans, programs, and policies that materially affect the performance and morale of Navy personnel. The survey was also designed to accommodate the study of topics of compelling interest on a one-time basis. This technical note provides graphs of results obtained from the last seven administrations of NPS.

Approach

The seven previous NPS questionnaires were screened for questions that appeared on two or more of the surveys. The data for those questions were retrieved from the corresponding data bases and depicted on graphs. Questions that were reworded were not included in the analyses, because the meaning of the questions may have been changed with the change in the wording. These data are based on Navy-wide samples of 3 to 5 percent of the eligible enlisted and 8 to 12 percent of the eligible officer populations during the last 7 years. The overall return rates have been between 44 and 47 percent for the entire sample throughout the years. Return rates tend to be consistently lower for the enlisted population. Return rates increase by paygrade for both officer and enlisted populations. Chi-square and Analysis of Variance tests were used to establish trends throughout this report.

Results

Background

Personal and Career. Both officers and enlisted reported a greater percentage of spouses as being employed full-time than in previous years (Question 9). They also reported virtually the same percentage of males to females at their commands (Question 24).

More than two-thirds of all Navy respondents report favorably on women having the ability to succeed in combat roles. Officer responses did reflect an upward trend on long term, and now are significantly more positive than enlisted respondents (76% to 64%). As this was the third

year the question was asked, it appears to be establishing a trend of growing positive attitudes towards women in combat, with officers being more favorable than enlisted (Question 25a).

Detailing and Assignment Process

Satisfaction with the detailing assignment has been increasing during the last few years for enlisted personnel. In 1994, 83 percent of them reported satisfaction with the time allowed for preparation for a Permanent Change of Station (PCS) move. The proportion of satisfied enlisted increased to 90 percent in 1996. During the same time period, officers' satisfaction with the time allowed for PCS move remained about the same (between 88% and 90%) (Question 38).

Satisfaction with BUPERS ACCESS is a mixed bag. Larger percentages reported that it was easy to use and that it provided them with information they needed. There was no change in the percentages of officers who agreed that it made communication with their detailer easy, but the proportion of enlisted who found it helpful in assisting with detailer communication has declined. There was also no change in the percentage of officers who agreed that it helped to reduce the number of calls they made to their detailer; however, fewer enlisted reported this than in previous years (Question 48).

Overall, results indicated that BUPERS ACCESS provided less satisfaction to enlisted personnel than in years past. However, the system was used only by 30 percent of enlisted personnel and 25 percent of officers. This system must be publicized to the Fleet and actively used by BUPERS personnel. The reason for the dissatisfaction with BUPERS ACCESS may be due to the establishment of more advanced and more user friendly communication networks (for example, BUPERS homepage).

Quality of Life Programs

Service Member and Family Support Programs

In comparison to previous years, officers rated Relocation Assistance, Sexual Assault Victim Assistance, and the Family Advocacy Program more positively. Enlisted ratings were down on 11 of 14 programs in comparison to last year's ratings; although, many of these programs satisfaction ratings are up from previous years (1991-94). Satisfaction with most of the programs peaked in 1993, which should be a concern for program managers. There was virtually no change from last year in officer and enlisted ratings of the Transition Assistance Management and Personal Financial Management programs. Overall, 62 percent of officers who used the programs rated them as "good" or "very good," up from 44 percent since 1992. Sixty-two percent of the enlisted who used the programs rated them as "good" or "very good," up from 45 percent since 1991 (Question 57).

Officers showed an increase in satisfaction from previous years with the Navy Service Member and Family Support Services contribution to improving the quality of life for respondents and their family members, while enlisted ratings did not change. Fifty-eight percent of officers and 47 percent of enlisted personnel think family support programs significantly improved their QOL (Question 58a).

Both officer and enlisted responses showed virtually no change from previous years in the percentage of those satisfied with the quality of Service Member and Family Support Services in the Navy. The majority of both groups favorably evaluated the quality of Family Support Services (Question 58b). Officers showed a slight increase, while enlisted showed a slight decrease from previous years with their satisfaction of the availability of these services. However, the majority of both groups were satisfied with the availability of Family Support Services (Question 58c).

Housing and Finances

Both officers and enlisted showed an increase in satisfaction with their present "living conditions having a positive effect on their job performance." Seventy-five percent of the officers and 44 percent of the enlisted currently own their homes or rent in the civilian community (Question 72). Currently, 75 percent of officers and 54 percent of enlisted report their living arrangements have a positive effect on their job performance, up from 65 percent and 42 percent just 3 years ago (Question 80a). Forty-nine percent of officers and 34 percent of the enlisted reported that their present living conditions also continue to favorably affect their retention decisions (Question 80b).

Eighty-six percent of the officers and 58 percent of the enlisted reported that they can afford the things they or their families needed. These perceptions are about the same as they were in 1990 (Question 80c). Neither officers nor enlisted reported any change in their overall satisfaction with their quality of life from previous years. However, significantly more officers are satisfied with their quality of life than enlisted personnel (77% vs. 46%, respectively) (Question 80d).

Child Care

Only 4 percent of the officers and 8 percent of the enlisted reported that child care needs are interfering with their job performance. These figures are somewhat smaller than in previous years (Question 86). Officers showed an increase in satisfaction with their current child care arrangements from previous years; enlisted reported no difference in their satisfaction (Question 88).

Organizational Climate

Job Satisfaction

Neither officer nor enlisted responses showed change in satisfaction with their current job (Question 99c) or how they like the work they do in the Navy (Question 99d) during the past few years. They also reported virtually no change in their satisfaction with physical working conditions (Question 99e), their satisfaction with career development from previous years (Question 99f), and how they enjoy their career in the Navy (Question 99g). The majority of officers and enlisted reported that they are glad they chose the Navy over other organizations, (Question 99h); although enlisted showed a slight decline in agreement from previous years.

Whereas enlisted reported virtually no difference from previous years in their agreement about the statement that "they are adequately paid for the job they do" (19% agreed), there was a slight increase from 1990 among officers in their feeling that they are properly compensated (Question 100a). There was no change in the opinion that the amount they are paid is an important reason for them to stay in the Navy (Question 100b), but increasing number of officers feel that retirement pay is an important reason to stay (Question 100c).

While there was virtually no change from previous years in the percent of enlisted who believe they will stay in the Navy until retirement, officers reported more certainty about their intentions to stay in the Navy until retirement. There was a decrease among officers and enlisted who were not sure of their Navy career plans (Question 101). The 1996 responses for this item is more similar to previous years' (1990-94), than last year's (1995).

Force Reduction and Base Closure Issues

Smaller proportion of officers and enlisted agreed that "rightsizing is being carried out in a way that is fair to all members" (Question 115a) than in previous years. However, this question changed from the previous NPS cycles (1994, 1995) when it included the ending "including women and racial minorities." This change in wording may have accounted for the change in responses, since it modified the meaning of the question. Only a quarter of officers and enlisted are in agreement that after downsizing, the Navy will be capable of carrying out its mission efficiently and effectively (Question 115d). About the same percentage of officers (42%) and enlisted (59%), as in previous years, would accept a separation bonus before their current enlistment/obligation is up (Question 115o). A similar number of officers (48%) and enlisted (70%), as in previous years, would leave at the end of their current enlistment/obligation if suitable civilian employment were available (Question 115t).

Command Events

Increasing number of officers and enlisted agree that excessive use of alcohol by participants and guests at command events is not tolerated (Question 118a). Similar changes were noted regarding sexually suggestive activities, props, costumes, skits, gags, or gifts (Question 118b). The fact that command members are not pressured to participate in command events remained unchanged from previous years (Question 118c). The majority also agree that command events are conducted in a manner that upholds high professional standards (Question 118d). This result is unchanged through the years.

Health Issues

Navy Drug/Alcohol and Obesity Program Policies

Over half of enlisted and officers throughout the years agreed that the Navy rules on the use and abuse of alcohol should be more strictly enforced (Question 120a). The majority of naval personnel are in agreement that penalties for the abuse of alcohol at their command are sufficient (Question 120b). Whereas officers responses showed virtually the same percentages of agreement as in previous years that the Navy's policies on alcohol use/abuse are applied fairly across all paygrades at their commands, fewer enlisted were in agreement on this issue

(Question 120c). Neither officers or enlisted reported change in their understanding of the difference between alcohol use and abuse (Question 120d). Sixty percent of officers and enlisted reported, as in previous years, that treatment for problems related to alcoholism and alcohol abuse has a negative effect on their careers (Question 120e). Officers reported increased availability of immediate intervention and referral to treatment for those with alcohol problems while enlisted responses remained unchanged (Question 120f).

Health Promotion Programs

Forty-one percent of the officers and 33 percent of the enlisted agree that stress management/stress reduction skills are encouraged at their commands. There was no reported change from previous years on these issues (Question 124e).

HIV/AIDS Education

When asked how much HIV/AIDS information respondents had received in the past 12 months from seven specific information sources, respondents reported the following. Both officers and enlisted received less than a "great deal" of information in comparison with previous years from the following sources: military classroom training; drug/alcohol counselors/training; Armed Forces Radio and Television (AFRT); chaplains; training videos; doctors, counselors, and treatment at sexually transmitted disease (STD) clinics. Both groups of respondents reported that they received less HIV/AIDS information than in previous years from all sources (Question 134a-g).

Summary

Generally, officers hold more positive views on the Navy than enlisted personnel. Some of the downward trends in perceptions about Navy programs during the last few years seem to be turning around in the 1996 NPS. The upward trends generally relate to the service member and family services area. Both officers and enlisted personnel showed improved satisfaction in this areas during the past few years.

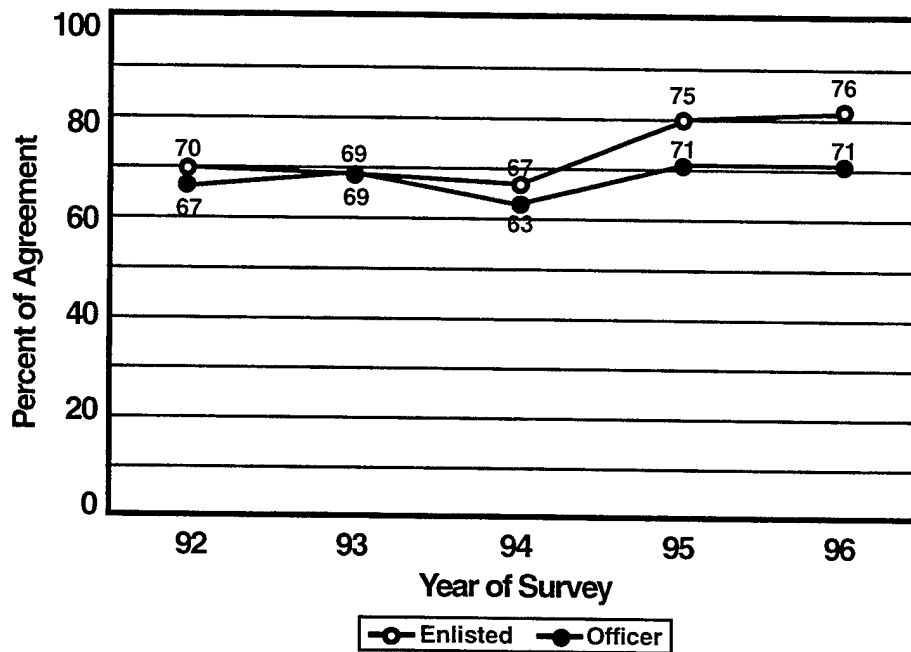
Most of the trends depicted in the charts are statistically significant. However, it is left to the reader to determine the practical significance of a trend. In cases where the sample size is large, such as the NPS, even the smallest change may be statistically significant. However, those differences may not have any practical importance. Therefore, caution should be exercised in the interpretation of trends.

Another issue in interpreting trends is that the reader may interpret a change in direction as a trend, even if it represents only a single occurrence. No less than two consecutive declines or increases should be interpreted as a trend--a change for any given year may only be a random occurrence.

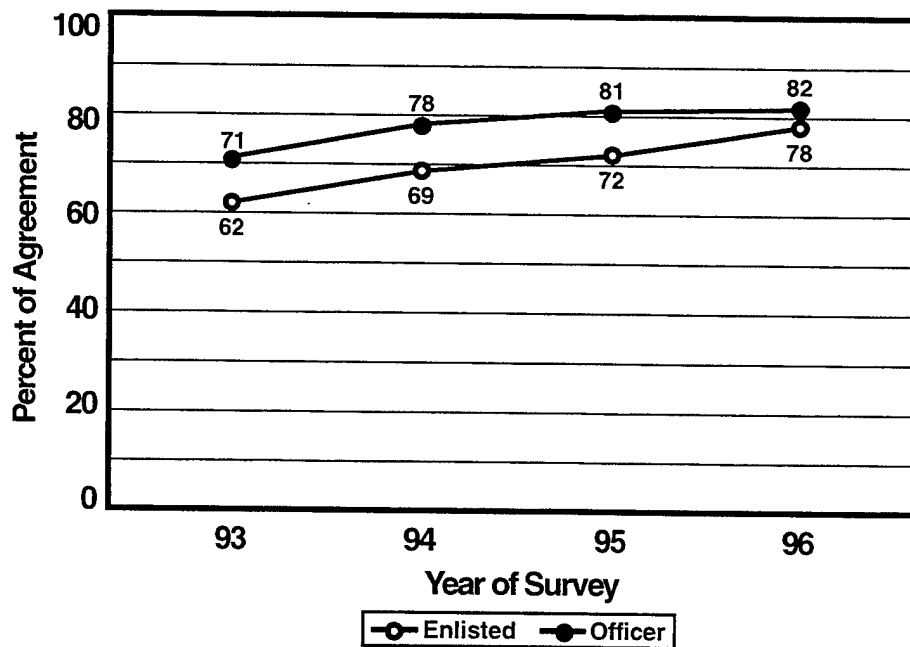
The sequence of graphs in this report corresponds to the sequence of questions in the NPS 1996. A copy of the 1996 NPS appears in the appendix.

Graphs of NPS Trends

(Q9)
Spouse is employed full time.

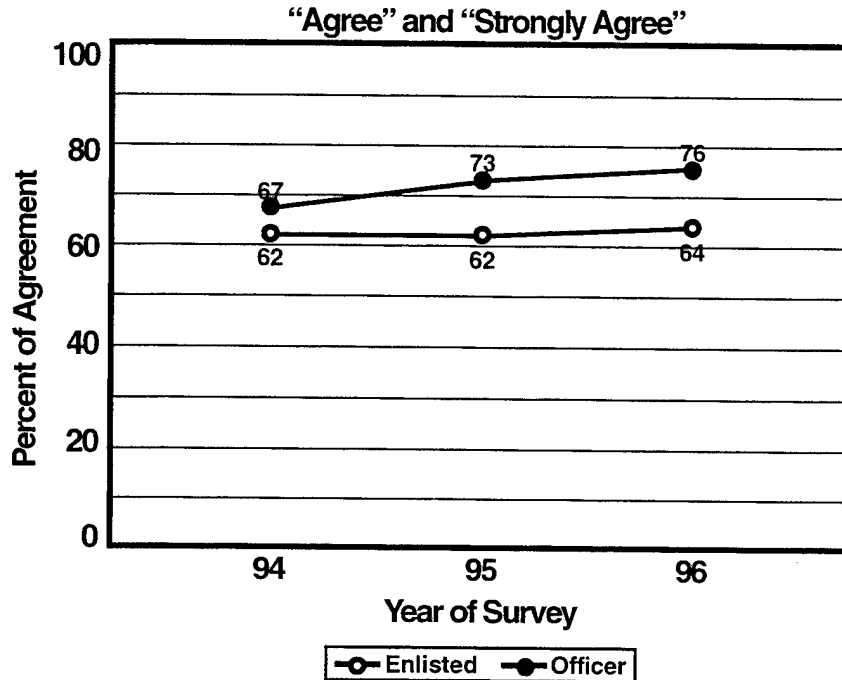


(Q24)
Both males and females are assigned to my Command.



(Q25a)

I feel women have the ability to successfully carry out the duties of their combat roles in the Navy.



(Q38) Were your last orders issued early enough to allow you to complete preparations for your PCS move?

| | Percent | | | | | |
|-----|----------|----|----|---------|----|----|
| | Enlisted | | | Officer | | |
| | 94 | 95 | 96 | 94 | 95 | 96 |
| Yes | 83 | 83 | 90 | 88 | 91 | 90 |
| No | 17 | 17 | 10 | 12 | 9 | 10 |

(Q48)

If you have used the BUPERS ACCESS computer bulletin board, please rate the system.

Percent "Agree" or "Strongly Agree"

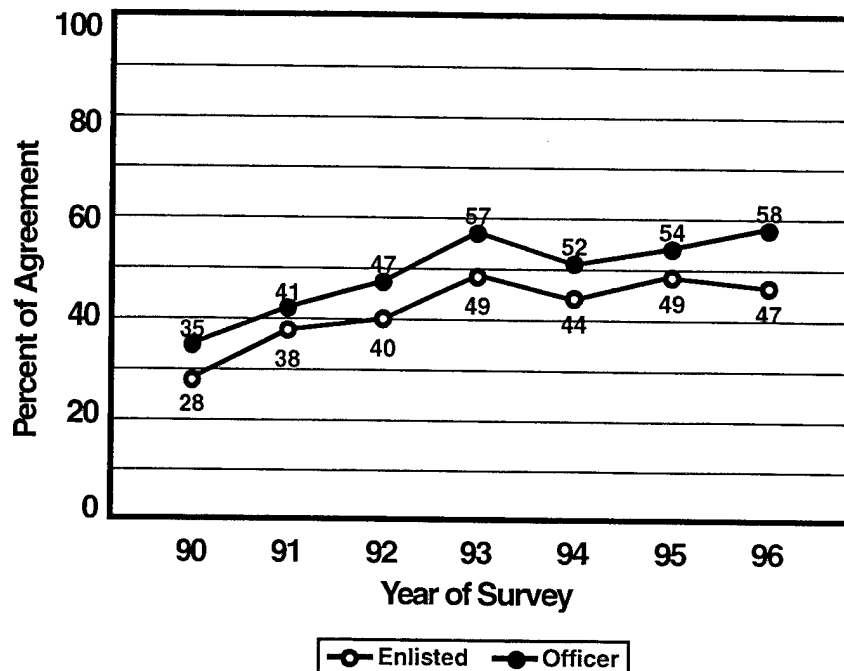
| Statement | Enlisted | | | | | | Officer | | | | | |
|--|----------|----|----|----|----|----|---------|----|----|----|----|----|
| | 91 | 92 | 93 | 94 | 95 | 96 | 91 | 92 | 93 | 94 | 95 | 96 |
| Easy to use. | 56 | 36 | 80 | 78 | 53 | 62 | 59 | 47 | 77 | 77 | 61 | 69 |
| Gave me information I needed. | 47 | 35 | 74 | 76 | 62 | 60 | 45 | 43 | 72 | 66 | 63 | 66 |
| Easier to communicate with detailer. | 39 | 22 | 47 | 41 | 33 | 30 | 35 | 23 | 26 | 23 | 22 | 24 |
| Reduced the number of calls I make to my detailer. | - | 20 | 40 | 36 | 33 | 25 | - | 21 | 23 | 22 | 21 | 20 |

(Q57) How do you rate the quality of each of the Service Member and Family Support Programs/Services at your present duty station?

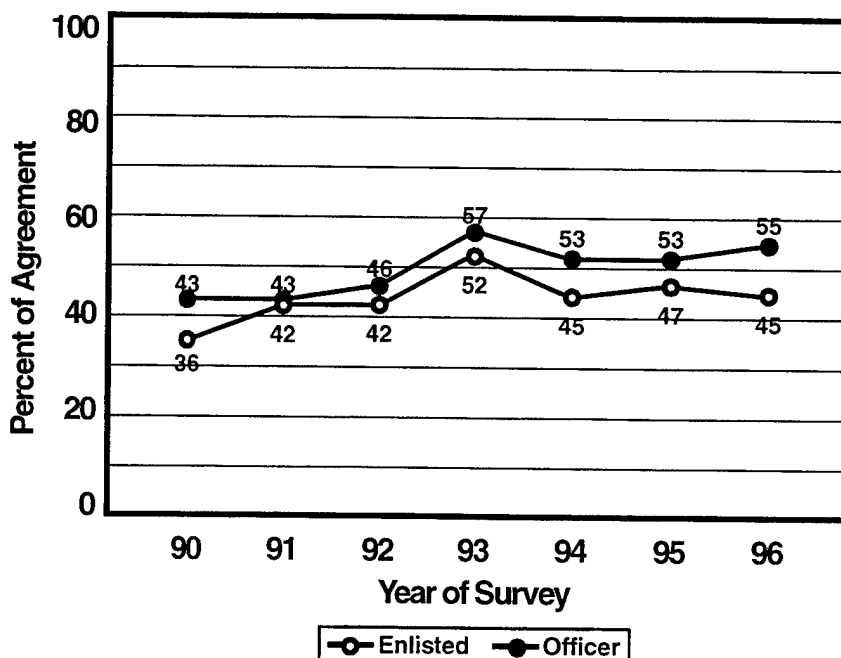
Percent "Good" or "Very Good"

| Program | Enlisted | | | | | | Officer | | | | | |
|--------------------------------------|----------|----|----|----|----|----|---------|----|----|----|----|----|
| | 91 | 92 | 93 | 94 | 95 | 96 | 91 | 92 | 93 | 94 | 95 | 96 |
| Transition Assistance Management | - | 49 | 57 | 71 | 72 | 71 | - | 53 | 62 | 75 | 76 | 78 |
| Sexual Assault Victim Assistance | - | 52 | 54 | 58 | 59 | 61 | - | 47 | 55 | 57 | 59 | 70 |
| Counseling | - | - | - | - | 69 | 65 | - | - | - | - | 69 | 69 |
| Relocation Assistance | 39 | 33 | 42 | 58 | 66 | 54 | 34 | 35 | 48 | 60 | 64 | 69 |
| Exceptional Family Member | - | 38 | 44 | 50 | 61 | 56 | - | 49 | 54 | 65 | 64 | 66 |
| Personal Financial Management (PFM) | - | 56 | 57 | 61 | 61 | 59 | - | 50 | 55 | 56 | 63 | 63 |
| Deployment Support | 42 | 35 | 33 | 51 | 60 | 53 | 51 | 45 | 46 | 61 | 68 | 62 |
| New Parent Support Team | - | - | - | 65 | 64 | 56 | - | - | - | 62 | 64 | 62 |
| FSC Family Education Programs | - | - | - | - | 64 | 58 | - | - | - | - | 60 | 57 |
| Housing Referral Service | - | - | - | 55 | 55 | 52 | - | - | - | 54 | 53 | 54 |
| Family Advocacy Program (FAP) | - | - | - | - | 51 | 47 | - | - | - | - | 48 | 54 |
| Housing Management Support | - | - | - | 44 | 49 | 46 | - | - | - | 45 | 42 | 40 |
| Spouse Employment Assistance Program | - | - | - | - | 46 | 38 | - | - | - | - | 32 | 33 |
| Family Service Centers (overall) | 45 | 46 | 53 | 64 | 65 | 62 | 44 | 44 | 54 | 63 | 64 | 62 |

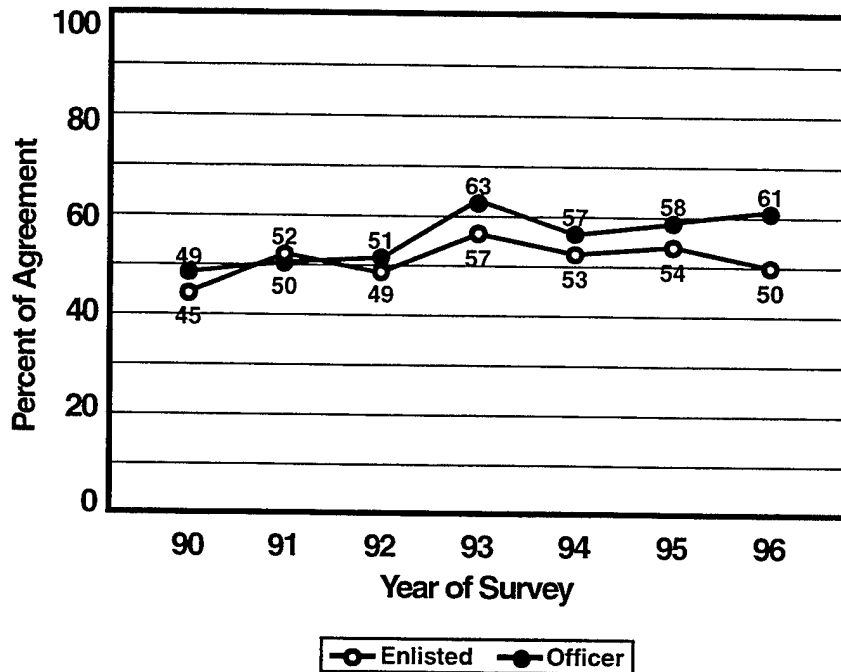
(Q58a) Navy Service Member and Family Support Services improve quality of life for me and my family.



(Q58b) I am satisfied with the quality of Service Member and Family Support Services in the Navy.



(Q58c) I am satisfied with the availability of Service Member and Family Support Services in the Navy.

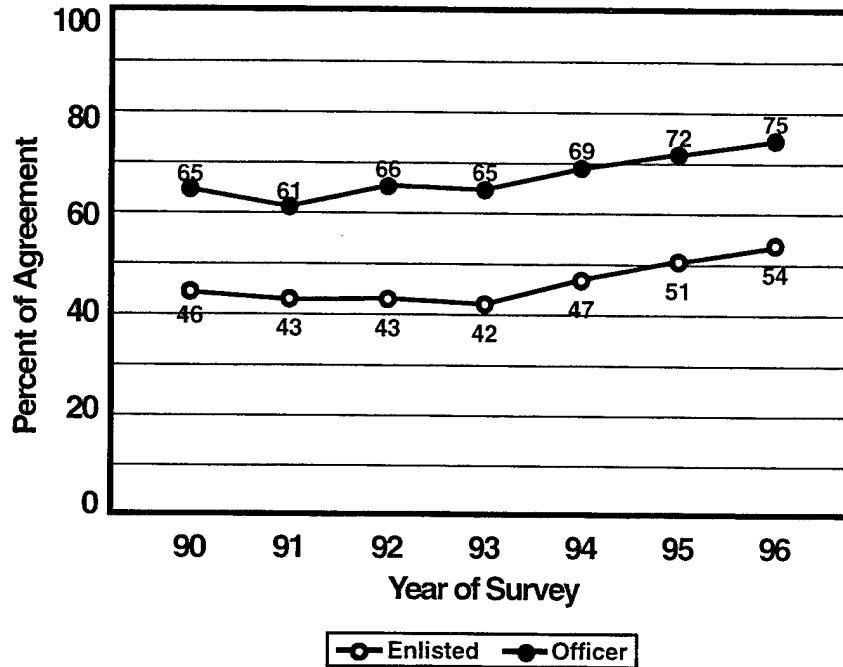


(Q72) Which best describes your current living arrangements?

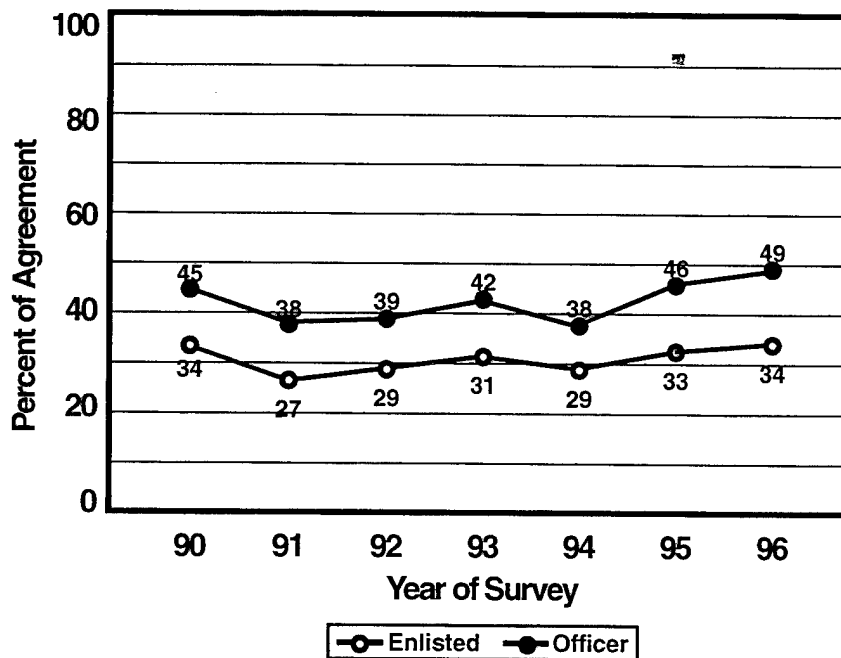
| | Percent | | | | | |
|---|----------|----|----|---------|----|----|
| | Enlisted | | | Officer | | |
| | 94 | 95 | 96 | 94 | 95 | 96 |
| Personally-shared/owned housing in the civilian community | 15 | 16 | 17 | 39 | 38 | 40 |
| Personally-rented housing in the civilian community | 24 | 26 | 27 | 32 | 34 | 35 |
| Military family housing | 16 | 15 | 16 | 16 | 16 | 15 |
| Shared rental housing in the civilian community | 10 | 7 | 9 | 7 | 7 | 5 |
| Bachelor's Quarters (BQ) | 13 | 14 | 14 | 3 | 3 | 3 |
| Government-leased housing in the civilian community | 2 | 2 | 1 | 1 | 1 | 1 |
| On a ship | 18 | 16 | 14 | 1 | 1 | 1 |
| Other (please describe) | 1 | 2 | 1 | 1 | 1 | 1 |
| Personally-rented space to park mobile home | 1 | 1 | 1 | .2 | .3 | 0 |

(Q80a)

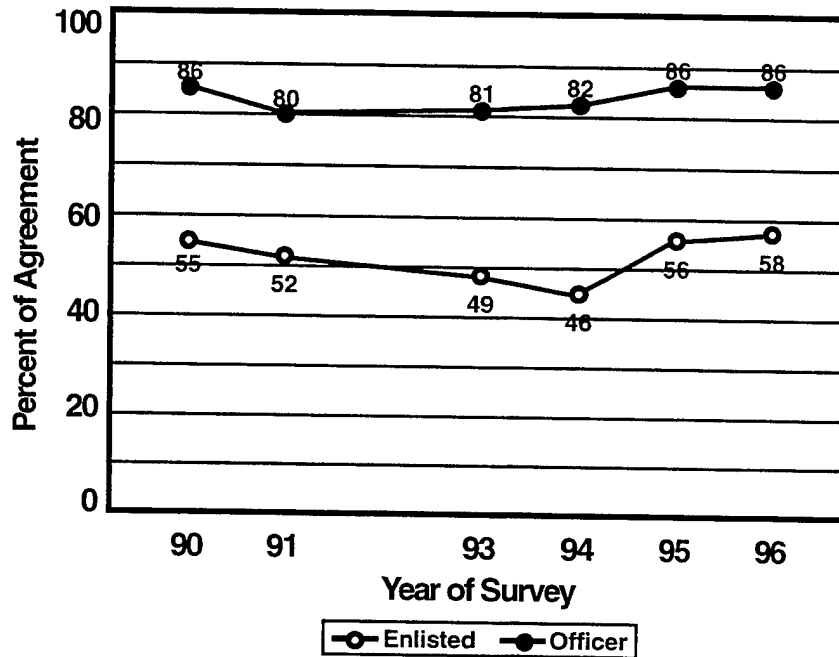
My present living conditions are having a positive effect on my job performance.



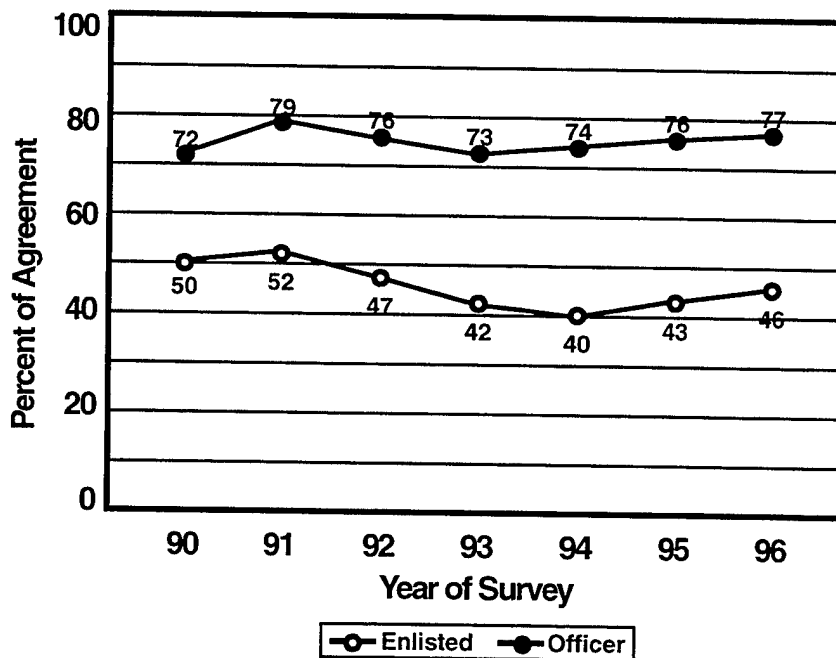
(Q80b) My present living conditions favorably affect my retention decision.



(Q80c) In general, I can afford the things I or my family need(s).

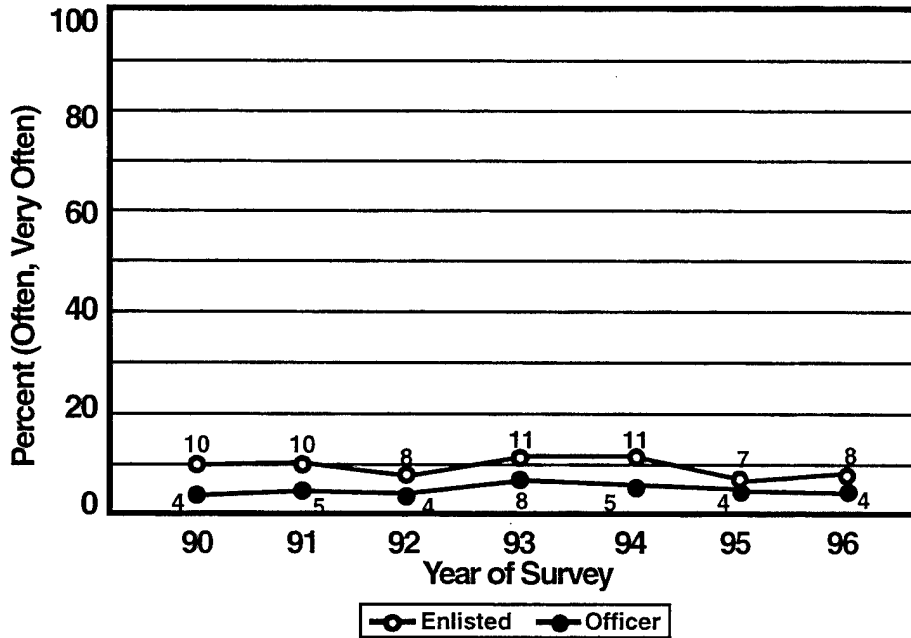


(Q80d) Overall, I am satisfied with my quality of life.

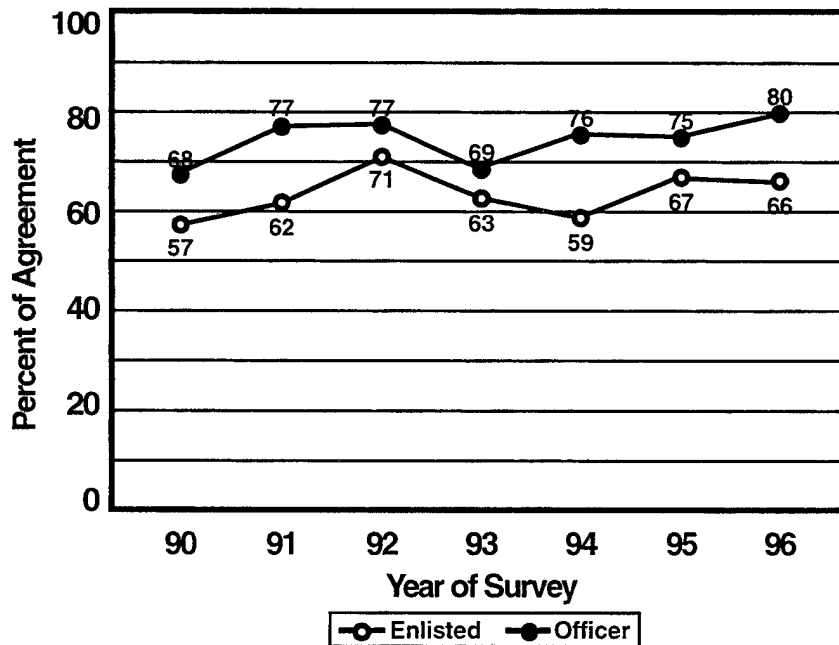


(Q86)

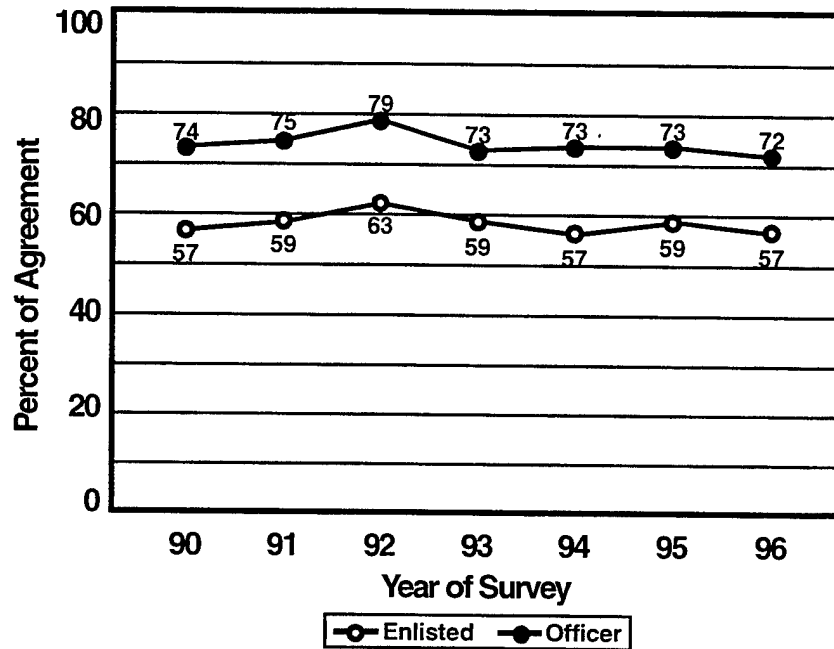
Do you feel that your child care needs interfere with job performance?



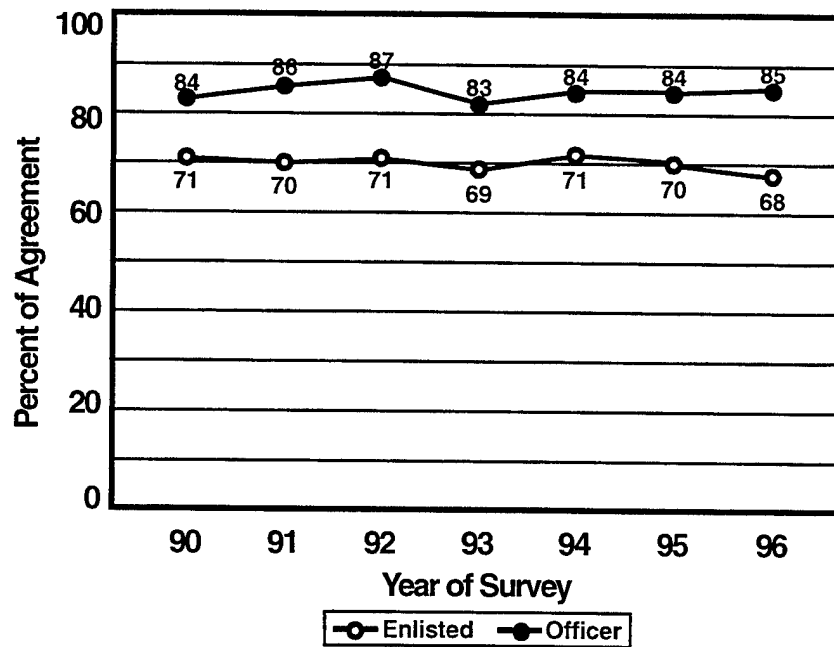
(Q88) I am satisfied with my current child care arrangements.



(Q99c)
I am satisfied with my current job.

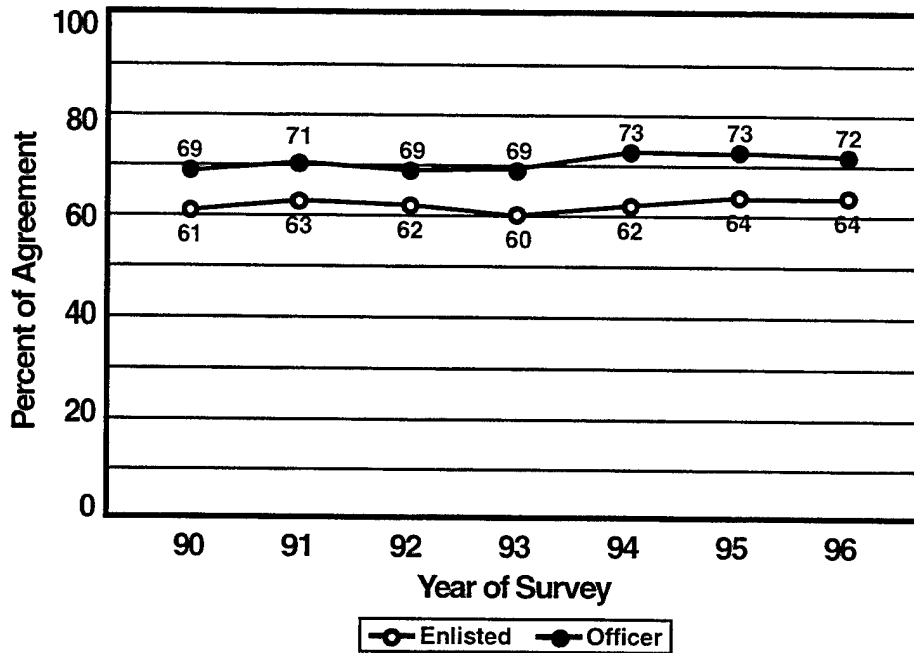


(Q99d)
In general, I like the work I do in the Navy.



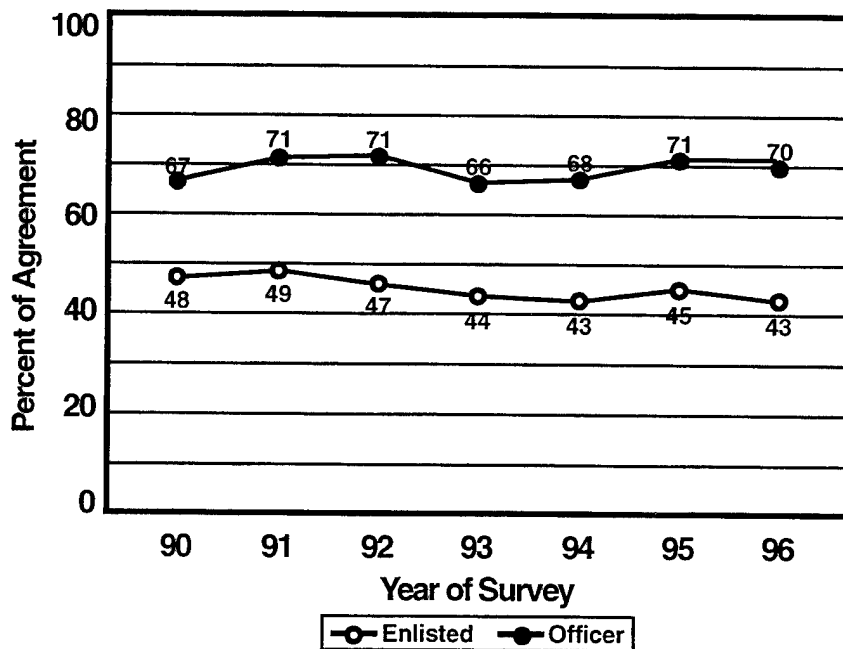
(Q99e)

I am satisfied with physical working conditions.

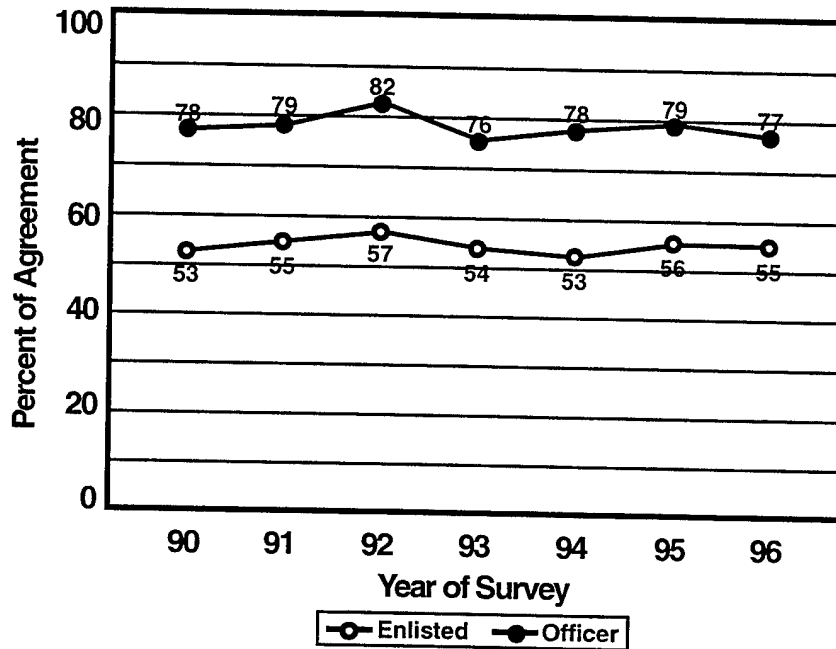


(Q99f)

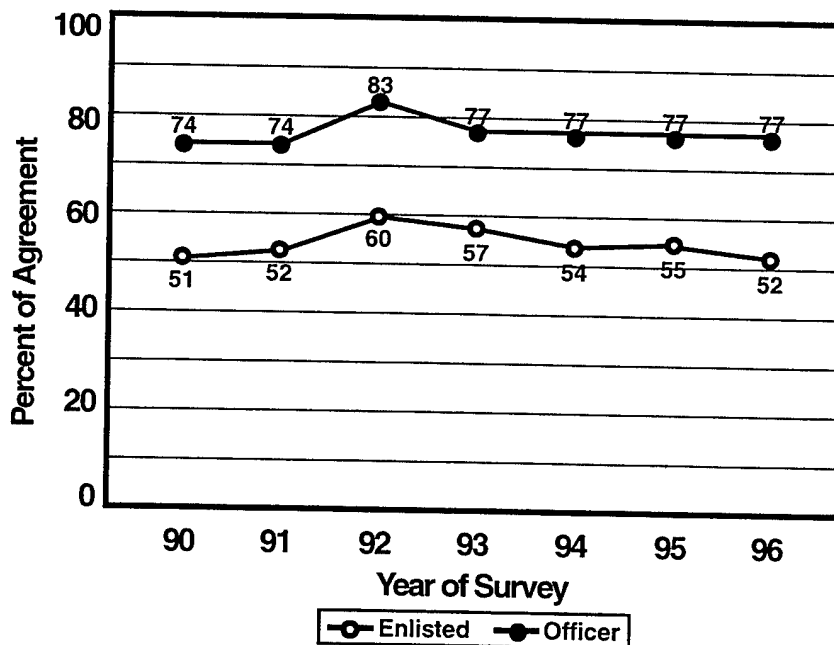
I am satisfied with my career development.



(Q99g)
I enjoy my career in the Navy.

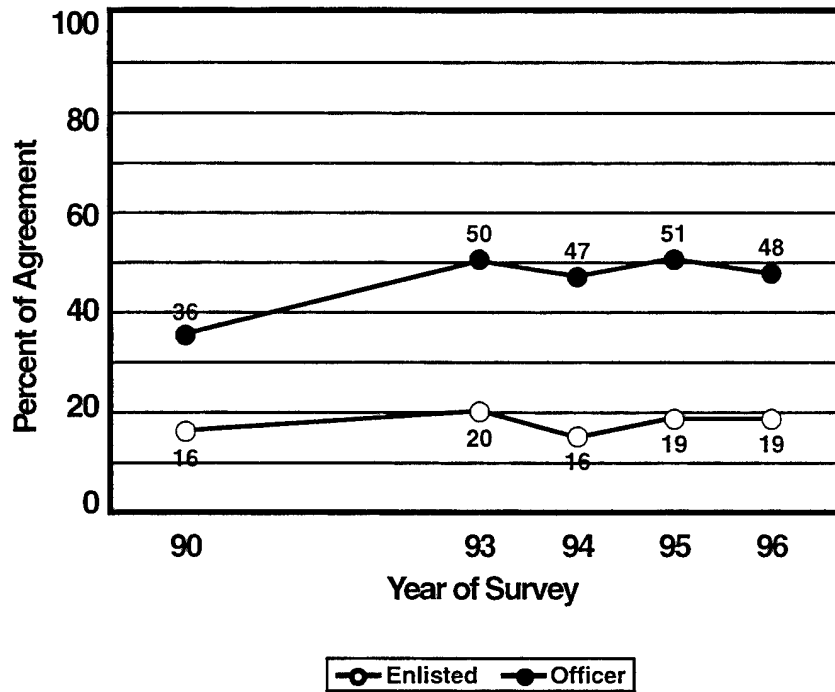


**(Q99h) I am glad I chose the Navy over
other organizations.**



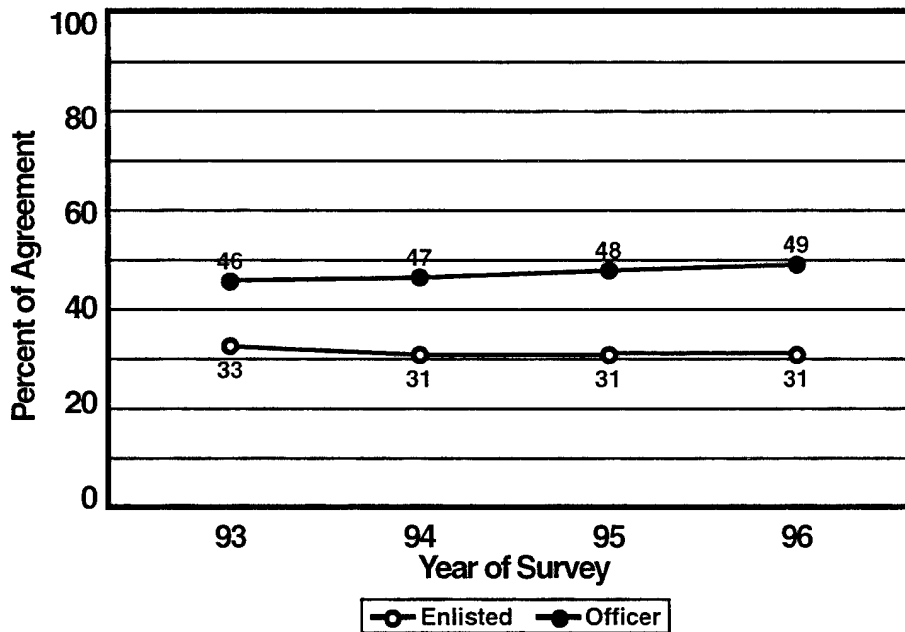
(Q100a)

I think I am adequately paid for the job I do.



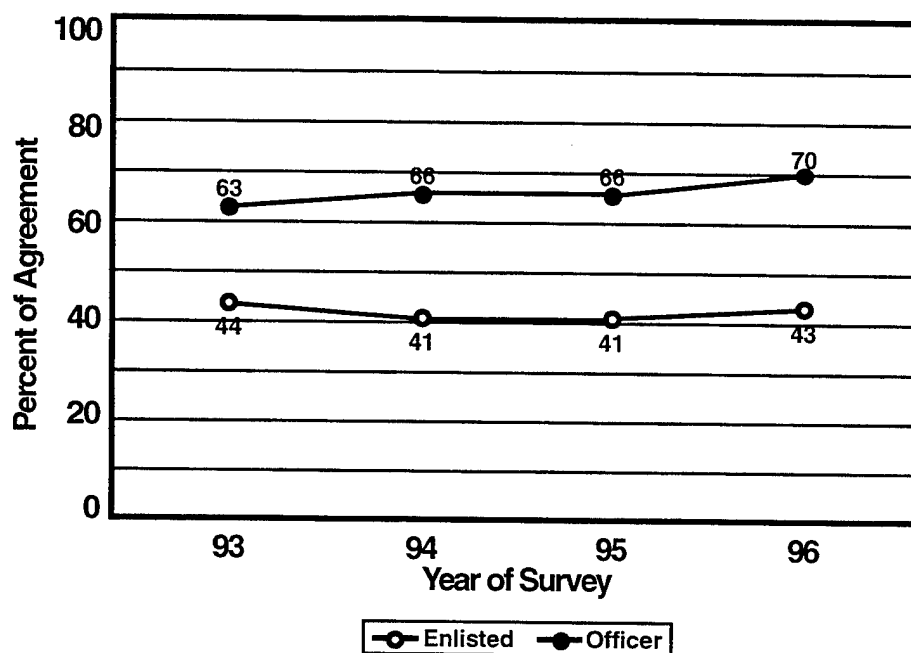
(Q100b)

The amount I am paid is an important reason for me to stay in the Navy.

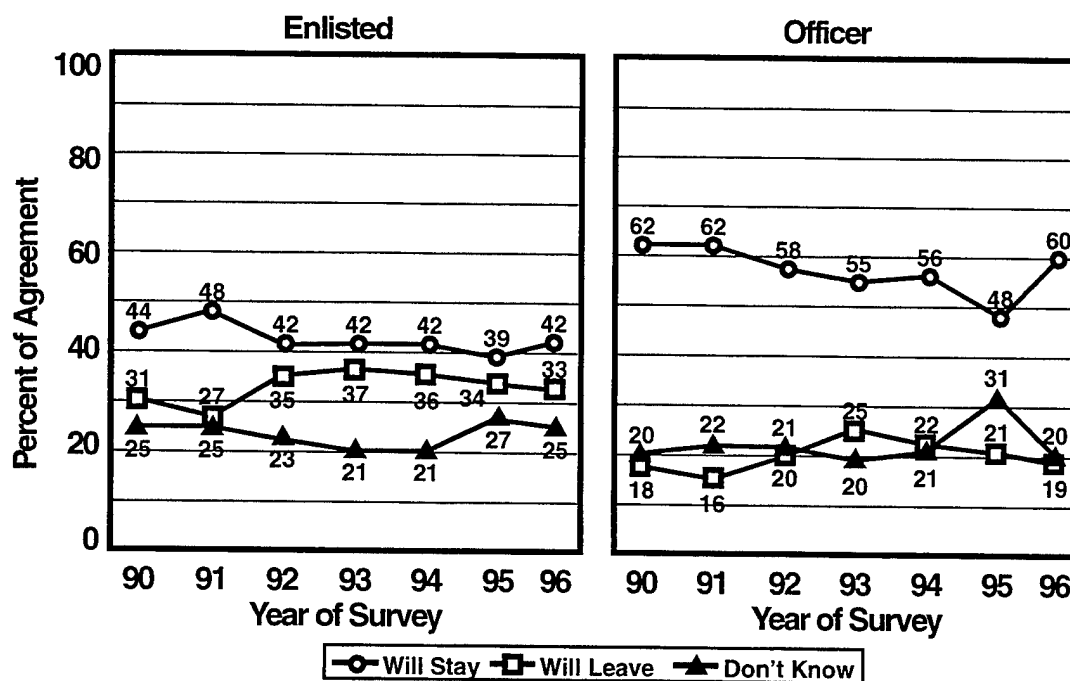


(Q100c)

Retirement pay is an important reason for me to stay in the Navy until retirement.



(Q101) What are your Navy career plans?



(Q115) How much do you agree with the following statements?

Percent "Agree" or "Strongly Agree"

| | Enlisted | | | Officer | | |
|--|----------|----|----|---------|----|----|
| | 94 | 95 | 96 | 94 | 95 | 96 |
| A. Rightsizing is being carried out in a way that is fair to all members | 39 | 46 | 31 | 40 | 54 | 37 |
| B. Rightsizing tools (SERB, TERA, ENCORE) are aimed at the correct groups | 29 | 42 | 38 | 40 | 52 | 49 |
| C. As a result of rightsizing, the best-performing people will leave the Navy | 41 | 39 | 41 | 36 | 36 | 36 |
| D. After rightsizing, the Navy will be capable of carrying out its mission efficiently and effectively | 14 | 22 | 21 | 13 | 25 | 22 |
| E. I expect to spend significantly more time at sea on my next tour due to decreased manning levels | 45 | 49 | 49 | 41 | 52 | 55 |
| F. Rightsizing has decreased my level of job satisfaction | 34 | 33 | 36 | 40 | 40 | 42 |
| G. I am less likely to choose to stay in the Navy until eligible to retire because of rightsizing | 25 | 21 | 21 | 23 | 24 | 23 |
| H. I would be more likely to leave the Navy support programs are reduced | 44 | 40 | 47 | 43 | 33 | 41 |
| I. Regardless of my performance, I expect to be separated/retired before I would have chosen to leave the Navy | 20 | 22 | 24 | 24 | 22 | 22 |
| J. The value of the retiree's benefits is declining | 68 | 84 | 84 | 77 | 89 | 86 |

(Q115) How much do you agree with the following statements? (continued)

Percent "Agree" or "Strongly Agree"

| | Enlisted | | | Officer | | |
|--|----------|----|----|---------|----|----|
| | 94 | 95 | 96 | 94 | 95 | 96 |
| K. I expect that my family and I will have full access to military medical care when I retire | 29 | 37 | 37 | 25 | 29 | 26 |
| L. If retirement benefits are reduced, I would consider leaving the Navy prior to retirement eligibility | 49 | 61 | 63 | 43 | 59 | 58 |
| M. My civilian friends understand and respect the job I do | 54 | 54 | 51 | 62 | 58 | 58 |
| N. I feel the public strongly supports the military and its mission | 37 | 34 | 36 | 51 | 50 | 50 |
| O. If offered a separation bonus (e.g., VSI, SSB), early retirement, or other financial incentive to leave the Navy before my current enlistment/obligation is up, I would accept it | 59 | 58 | 59 | 39 | 43 | 42 |
| P. My command's mission requirements have decreased in proportion to its reduced manning levels | 14 | 13 | 14 | 10 | 7 | 7 |
| Q. My unit's mission requirements have increased as a result of rightsizing | 57 | 54 | 52 | 64 | 62 | 67 |
| R. My workload has increased as a result of rightsizing | 57 | 55 | 57 | 64 | 63 | 67 |
| S. Rightsizing will delay my advancement | 60 | 51 | 50 | 39 | 31 | 33 |
| T. I would leave the Navy at the end of my current enlistment if suitable civilian employment were available | 69 | 70 | 70 | 48 | 49 | 48 |

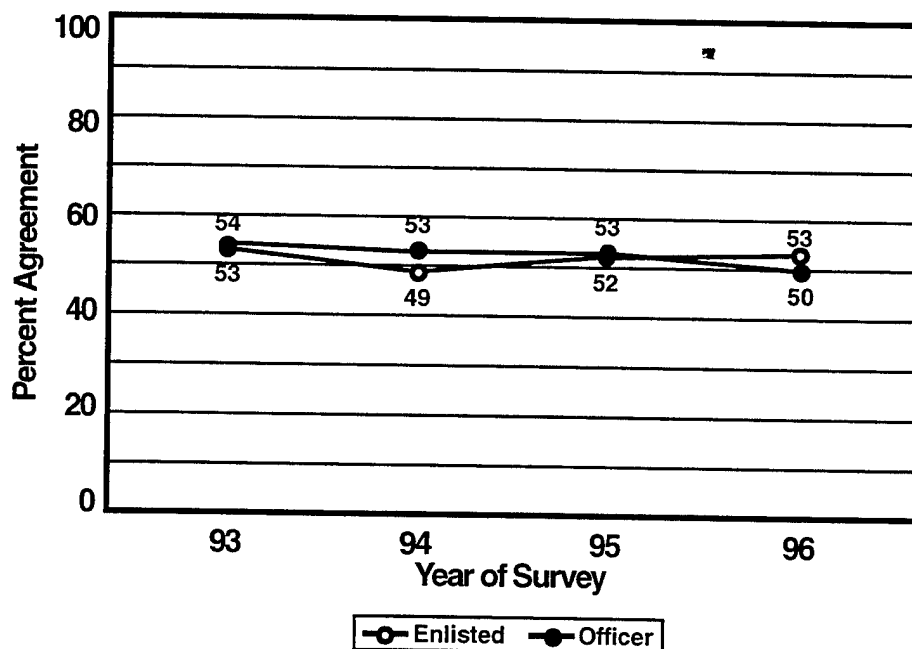
**(Q118) How much do you agree or disagree
with the following statements about
conduct at command events?**

Percent "Agree" or "Strongly Agree"

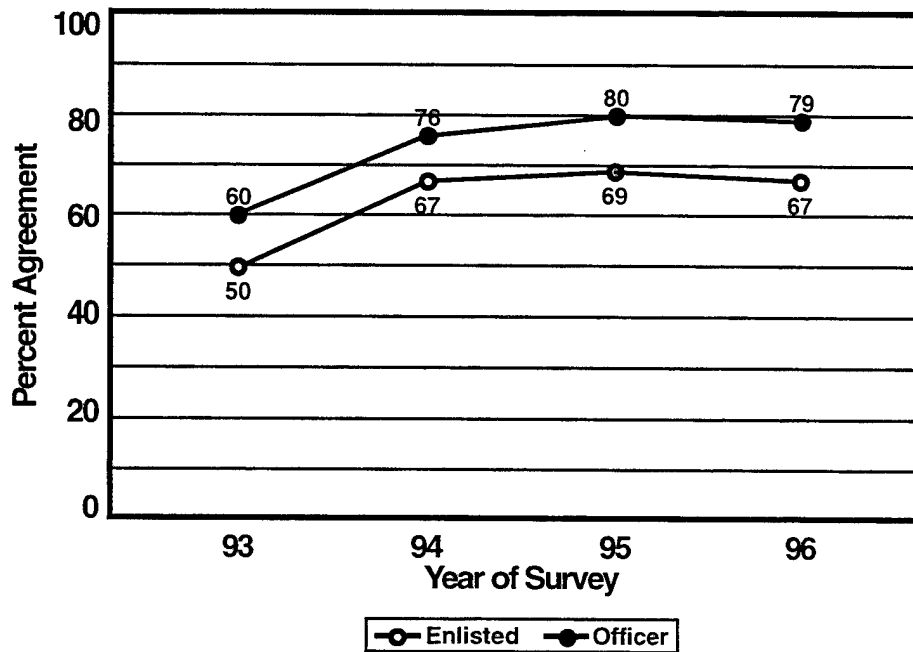
| Statement | Enlisted | | | | Officer | | | |
|--|----------|----|----|----|---------|----|----|----|
| | 93 | 94 | 95 | 96 | 93 | 94 | 95 | 96 |
| A. Excessive use of alcohol is not tolerated | 61 | 58 | 59 | 63 | 72 | 73 | 74 | 77 |
| B. Sexually suggestive behavior is not tolerated | 72 | 71 | 76 | 78 | 85 | 85 | 87 | 89 |
| C. Command members are not pressured to participate | 55 | 56 | 54 | 54 | 60 | 60 | 59 | 59 |
| D. Events uphold high standards | 65 | 64 | 66 | 65 | 84 | 84 | 86 | 85 |
| E. Participants are involved in the planning of command events | - | - | 63 | 62 | - | - | 83 | 84 |

(Q120a)

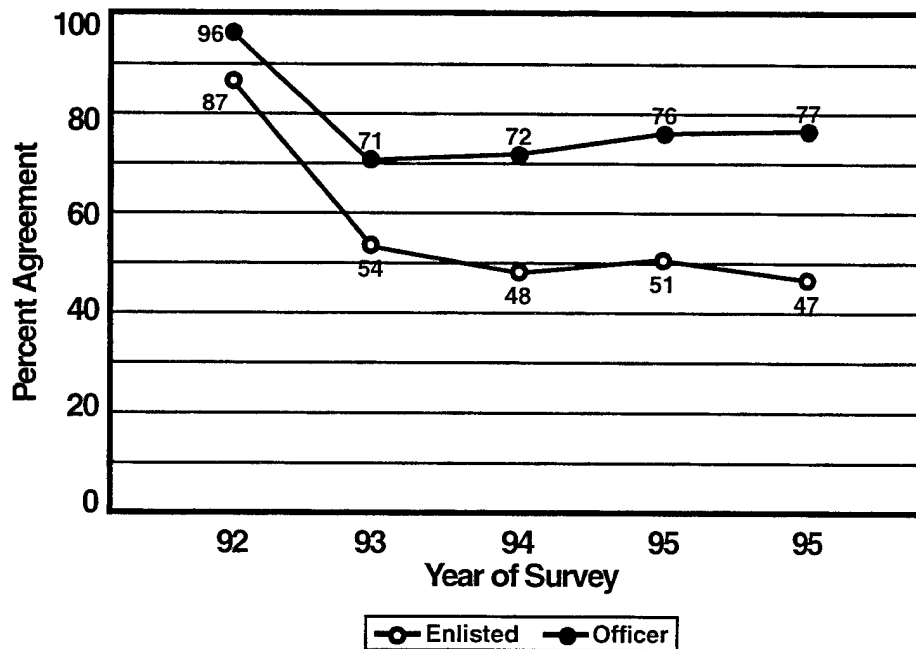
**Existing regulations on the use and abuse
of alcohol should be more strictly enforced.**



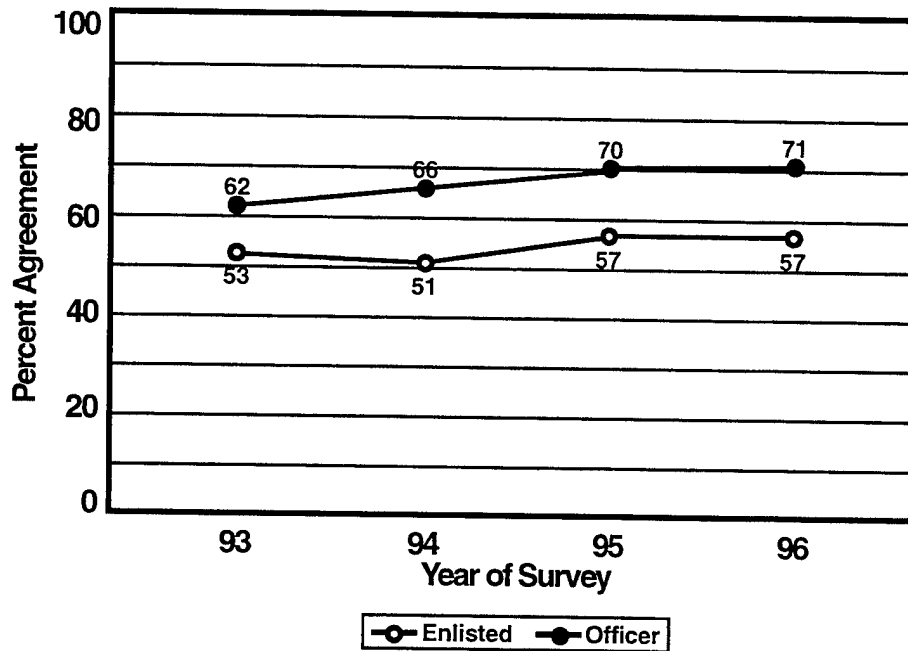
(Q120b)
Penalties for the abuse of alcohol
at my command are sufficient.



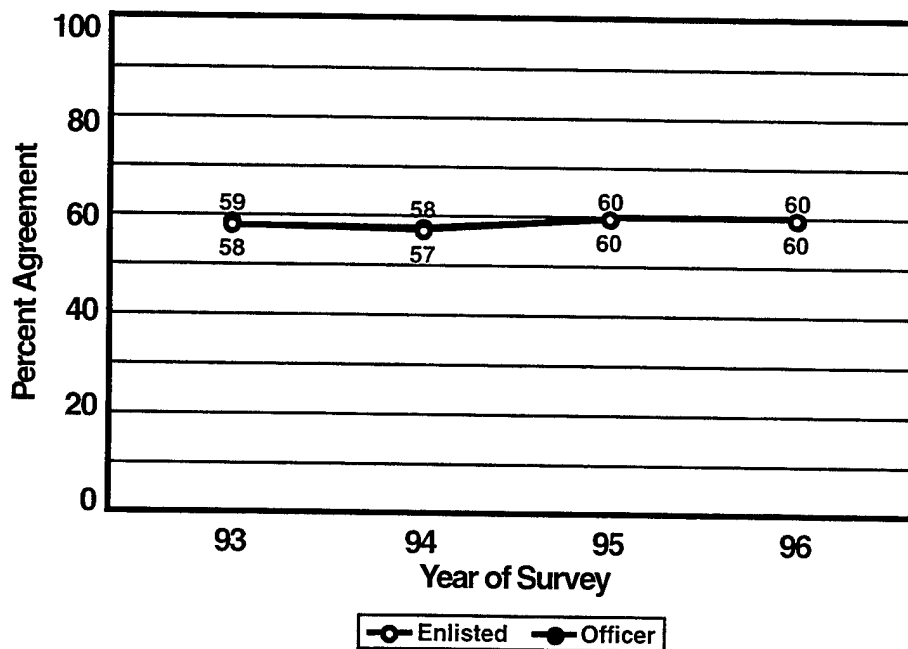
(Q120c)
Policies on alcohol use/abuse
are applied fairly across paygrade.



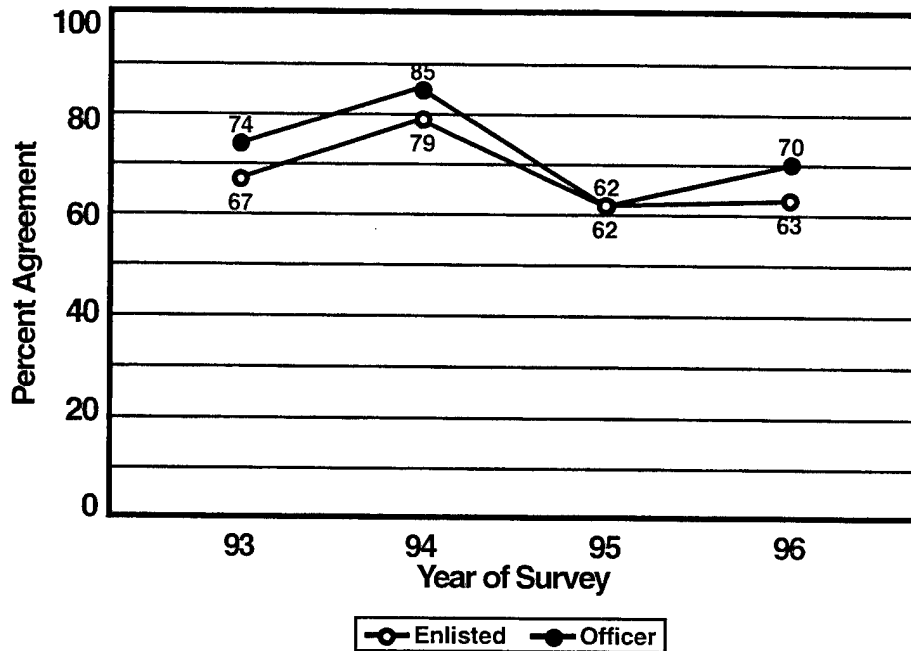
(Q120d) At my command, the differences between alcohol use and alcohol abuse is clearly understood.



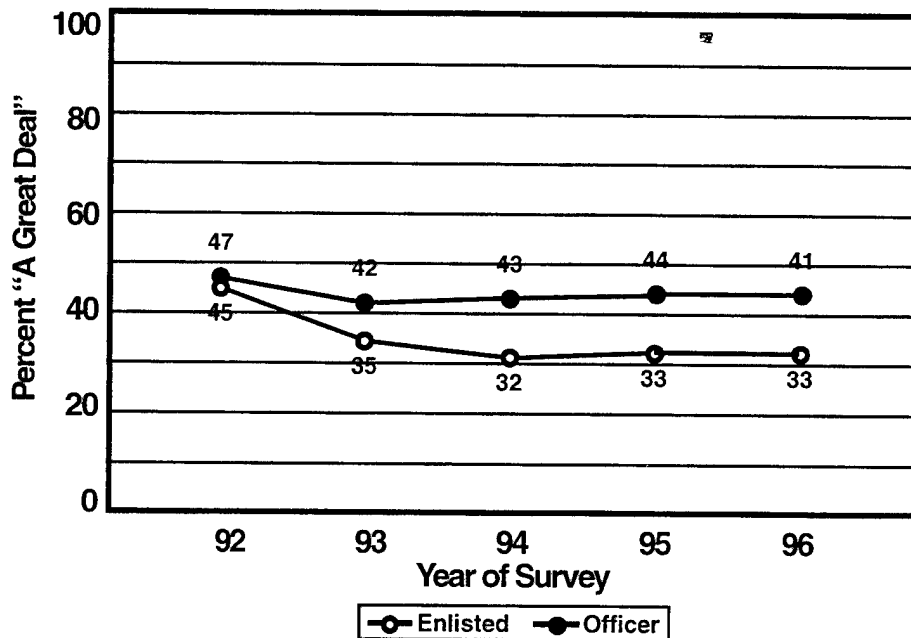
(Q120e) Treatment for problems related to alcohol abuse has a negative effect on my Navy career.



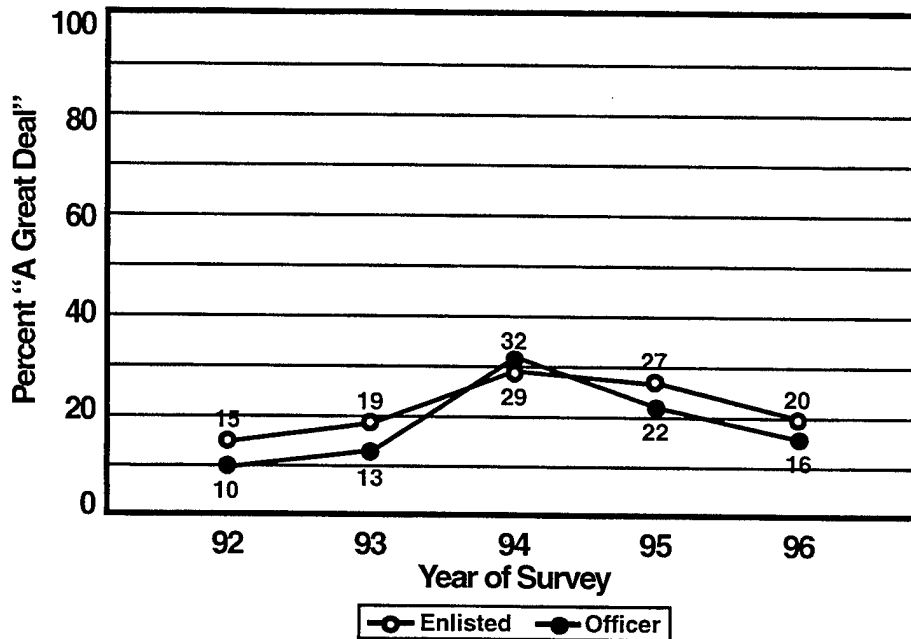
(Q120f) There is immediate intervention and referral to treatment for those with alcohol problems.



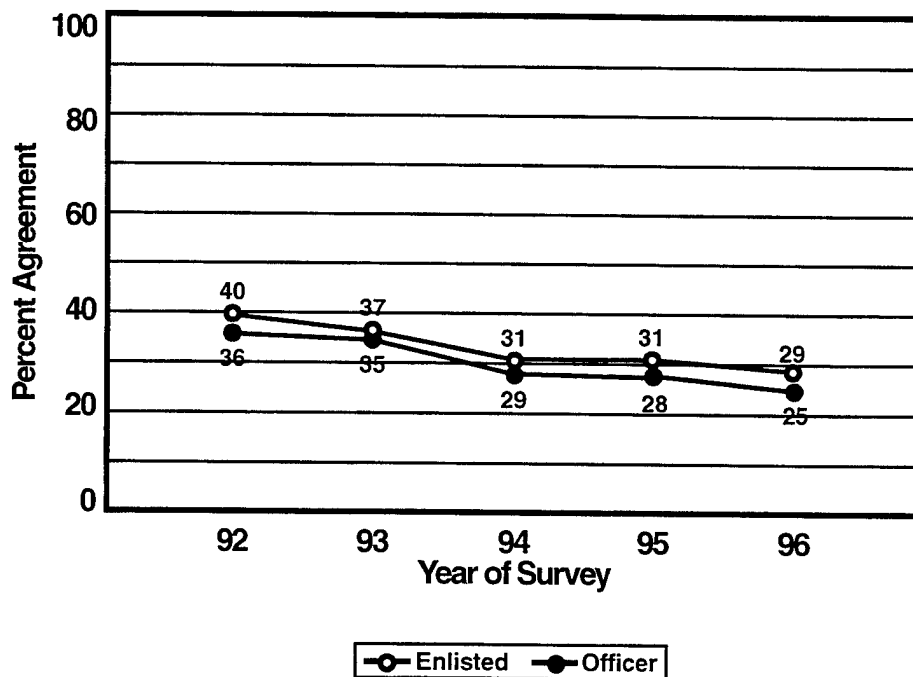
(Q124e) The use of healthy stress management/stress reduction skills is encouraged at my command.



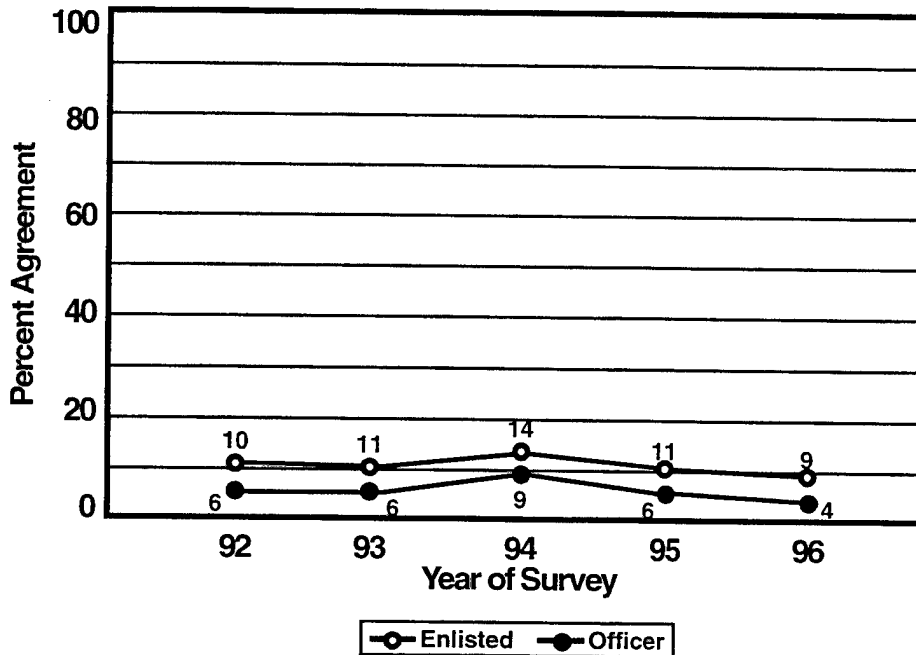
(Q134a) I received a great deal of HIV/AIDS information from the military classroom in the past 12 months?



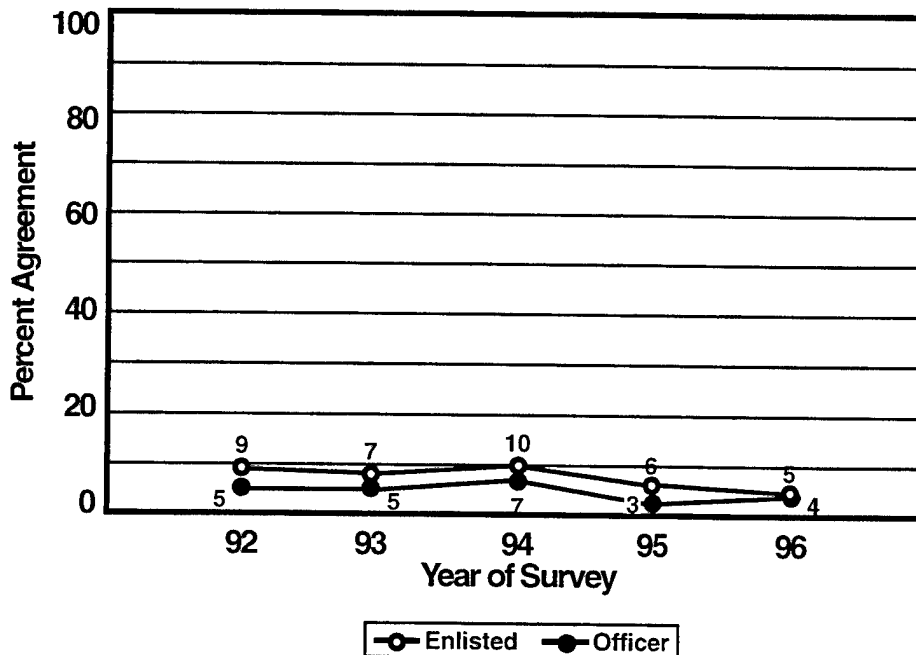
(Q134b) I received a great deal of HIV/AIDS information from commercial media in the past 12 months?



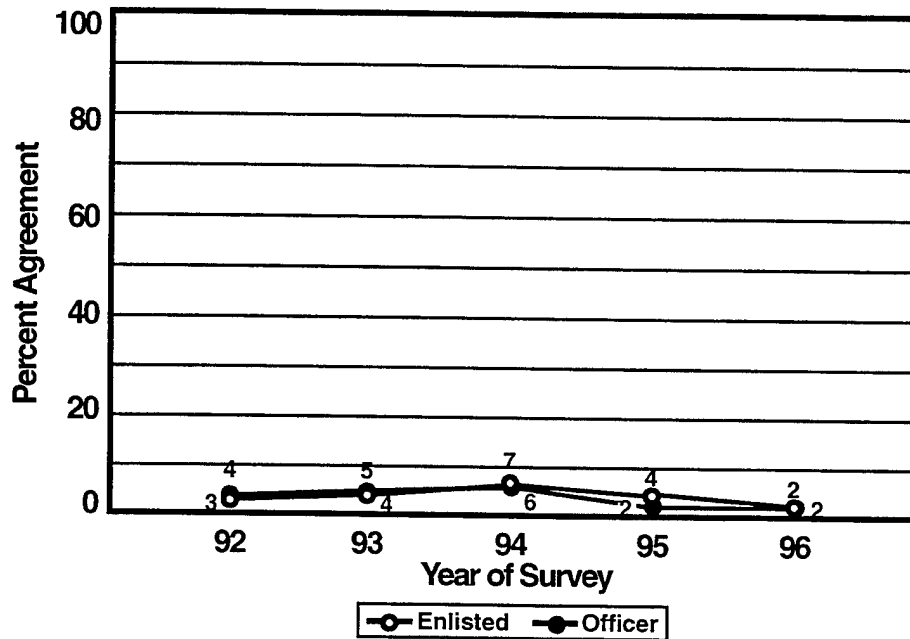
(Q134c) I received a great deal of HIV/AIDS information from drug counselors in the past 12 months?



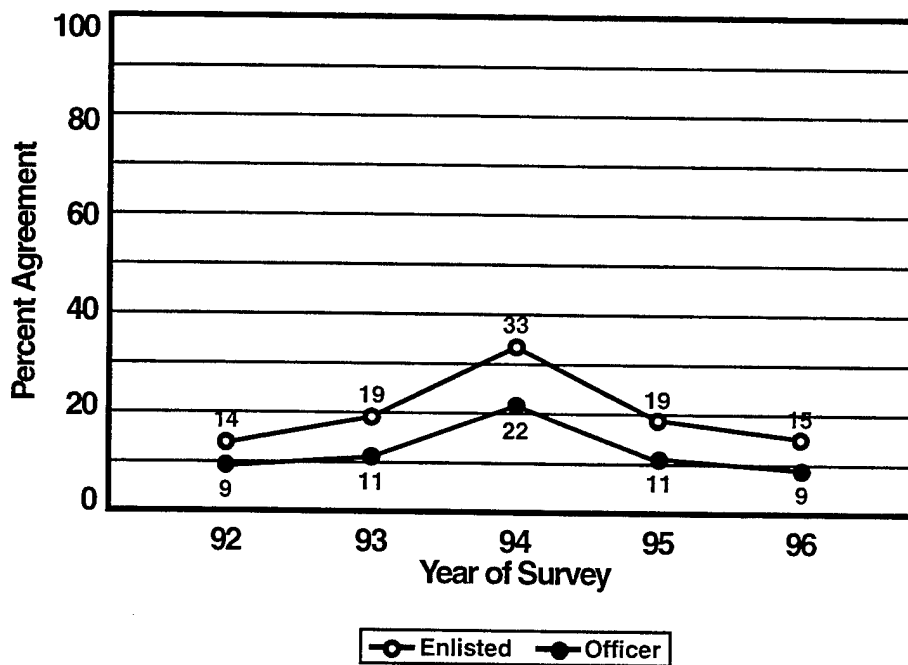
(Q134d) I received a great deal of HIV/AIDS information from AFRT in the past 12 months?



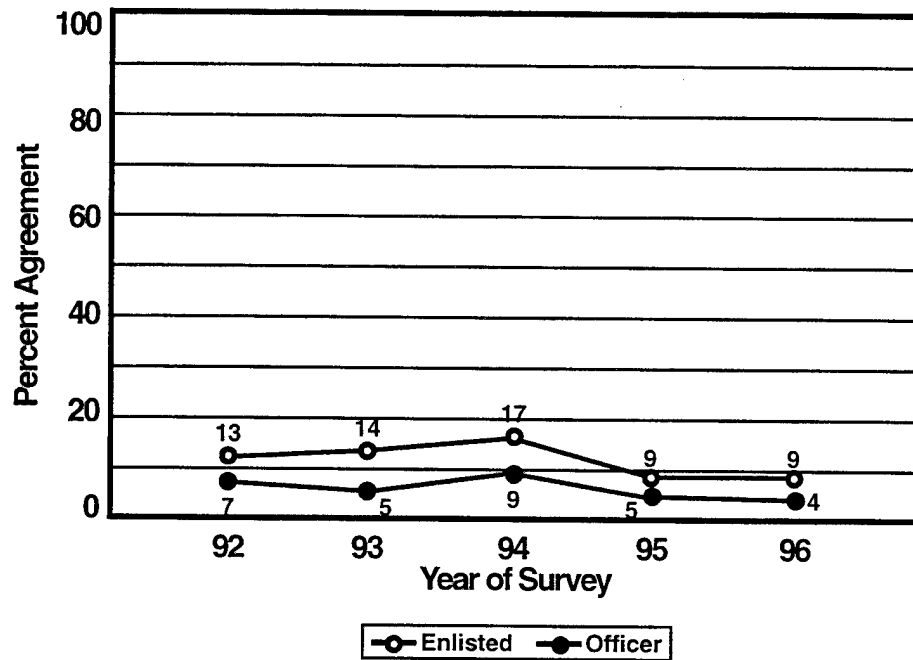
(Q134e) I received a great deal of HIV/AIDS information received from chaplains in the past 12 months?



(Q134f) I received a great deal of HIV/AIDS information from training videos in the past 12 months?



(Q134g) I received a great deal of HIV/AIDS information received from STD clinic in the past 12 months?



Appendix

Navy-wide Personnel Survey: 1996

Navy-wide

Navy-wide

Personnel

Personnel

Survey 1995

Survey 1996



Chief of Naval Personnel

Washington, DC 20370-5000

PRIVACY ACT STATEMENT

Authority to request this information is granted under Title 5, U.S. Code 301 and Department of the Navy Regulations, Executive Order 9397. License to administer this survey is granted under OPNAV Report Control Symbol 1000-26, which expires on 30 Sept 1997. Personal identifiers will be used to conduct follow-on research.

PURPOSE: The purpose of this questionnaire is to collect data to evaluate existing and proposed Navy personnel policies, procedures, and programs.

ROUTINE USES: The information provided in this questionnaire will be analyzed by the Navy Personnel Research and Development Center. The data files will be maintained by the Navy Personnel Survey System at the Navy Personnel Research and Development Center, where they may be used to determine changing trends in the Navy.

ANONYMITY: All responses will be held in confidence by the Navy Personnel Research and Development Center. Information you provide will be considered only when statistically combined with the responses of others, and will not be identified with any single individual.

PARTICIPATION: Completion of this questionnaire is entirely voluntary. Failure to respond to any of the questions will NOT result in any penalties except lack of representation of your views in the final results and outcomes.

Please use the last page of this questionnaire for any comments you wish to make.
Please complete the survey and return it in the envelope provided.

If you have any questions, you may contact:

John Kantor

(619) 553-7651 or DSN 553-7651

FAX: (619) 553-9973

e-mail: kantor@nprdc.navy.mil

Navy Personnel Research and Development Center

Survey Operations Center

53335 Ryne Road

Code 122

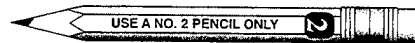
San Diego, CA 92152-7250

THANK YOU FOR YOUR TIME AND EFFORT!

You have been randomly selected by computer to take part in this survey. Your participation is voluntary. Please take the time to give careful, frank answers. It should take about thirty minutes to complete the survey.

IMPORTANT INSTRUCTIONS

- * USE NO. 2 PENCIL ONLY.
- * Do NOT use ink, ballpoint or felt tip pens.
- * Erase cleanly and completely any changes you make.
- * Make black marks that fill the circle.
- * Do not make stray marks on the form.



CORRECT MARK: ●
INCORRECT MARK: ◐ ◑ ◒ ◓

For questions that look like the following, print the required information in the boxes provided. Then blacken the corresponding circles under the numbers or letters you printed.

EXAMPLE

1. How long have you been on active duty in the Navy?

| Years | | Months | |
|-------|---|--------|---|
| 0 | 9 | 0 | 1 |
| ● | 0 | ● | 0 |
| 1 | 1 | 1 | ● |
| 2 | 2 | 2 | 2 |
| 3 | 3 | 3 | 3 |
| 4 | 4 | 4 | 4 |
| 5 | 5 | 5 | 5 |
| 6 | 6 | 6 | 6 |
| 7 | 7 | 7 | 7 |
| 8 | 8 | 8 | 8 |
| 9 | 9 | 9 | 9 |

For questions that look like the next two examples, blacken the circle corresponding to the answer you selected.

EXAMPLE

2. What is your current military status?

- ☐ USN
☐ USNR
☒ USNR (TAR)
☐ USNR (265/TEMAC/Canvasser Recruiter/ACDUTRA)

3. How much do you AGREE or DISAGREE with the following statements?

- a. Medical-care facilities are easily accessible at my command
 b. The accessibility of medical-care facilities has had an impact on my readiness
 c. I am satisfied with the quality of medical services I receive

| Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
|----------------|-------|----------------------------|----------|-------------------|
| ● | ○ | ○ | ○ | ○ |
| ○ | ○ | ● | ○ | ○ |
| ○ | ● | ○ | ○ | ○ |

BACKGROUND

PERSONAL

1. What is your gender?

- ☐ Male
- ☐ Female

The answers for Questions 2 and 3 are based on the standard DoD race and ethnic categories. If you are of mixed heritage, please select the racial and ethnic group with which you MOST closely identify.

2. What is your racial background?

- ☐ White
- ☐ Black/African-American
- ☐ Asian/Pacific Islander
- ☐ American Indian
- ☐ Other

3. What is your ethnic background?

- ☐ Mexican, Chicano, Mexican-American
- ☐ Puerto Rican
- ☐ Cuban
- ☐ Other Spanish/Hispanic
- ☐ Japanese
- ☐ Chinese
- ☐ Korean
- ☐ Vietnamese
- ☐ Asian Indian
- ☐ Filipino
- ☐ Pacific Islander (Guamanian, Samoan, etc.)
- ☐ Eskimo/Aleut
- ☐ Other not listed above _____
- ☐ None of the above

4. What is your highest level of education?

- ☐ Less than high school completion/no diploma
- ☐ Alternate degree/GED/home study/adult school certification
- ☐ High school diploma/graduate
- ☐ Some college, no degree
- ☐ Associate's degree or other 2 year degree
- ☐ Bachelor's degree
- ☐ Master's degree
- ☐ Doctorate or professional degree

5. What is your religious preference?

- ☐ Catholic
- ☐ Protestant (Baptist, Methodist, Lutheran, etc.)
- ☐ Jewish
- ☐ Orthodox churches (Greek, Russian, etc.)
- ☐ Muslim
- ☐ Buddhist
- ☐ Mormon
- ☐ Pentecostal
- ☐ Other religion not listed _____
- ☐ No religious preference

6. When you first entered the Navy, what was your marital status?

- ☐ Single and never married
- ☐ Married for the first time
- ☐ Remarried, was divorced once
- ☐ Remarried, was divorced two or more times
- ☐ Remarried, was widowed once
- ☐ Remarried, was widowed two or more times
- ☐ Legally separated or filing for divorce
- ☐ Legally separated or filing for divorce, was divorced before
- ☐ Divorced once
- ☐ Divorced twice
- ☐ Divorced three times
- ☐ Divorced four or more times
- ☐ Widowed

7. What is your current marital status?

- ☐ Single and never married
- ☐ Married for the first time
- ☐ Remarried, was divorced once
- ☐ Remarried, was divorced two or more times
- ☐ Remarried, was widowed once
- ☐ Remarried, was widowed two or more times
- ☐ Legally separated or filing for divorce
- ☐ Legally separated or filing for divorce, was divorced before
- ☐ Divorced once, now single
- ☐ Divorced twice, now single
- ☐ Divorced three times, now single
- ☐ Divorced four or more times, now single
- ☐ Widowed

If you have NO SPOUSE, fill in the circle ☐ and skip to Question 11.

8. What is your spouse's employment situation?

- ☐ Active Duty Military
- ☐ Military Reserve
- ☐ Civil Service
- ☐ Civilian job, private sector
- ☐ Self-employed
- ☐ Retired
- ☐ Not employed, by choice (e.g., student, homemaker)
- ☐ Not employed, but actively job hunting
- ☐ Not employed for other reasons (e.g., medical reasons) Specify _____

9. Is your spouse employed full-time or part-time? (Count military reserve status as part-time employment.)

- ☐ Does not apply/spouse is not employed
- ☐ Full-time
- ☐ Part-time

10. Your spouse's contribution to your family income, relative to your contribution (excluding children's income) is:

- ☐ None, my spouse has no income
- ☐ Half or less than half of my contribution
- ☐ About three-fourths of my contribution
- ☐ About equal to my contribution
- ☐ Greater than my contribution

11. Do you have any family members enrolled in DEERS? (Select ALL that apply.)

- ☐ No, I have no family members enrolled in DEERS
- ☐ Spouse (non-military)
- ☐ Child(ren) living with me
- ☐ Child(ren) not living with me
- ☐ Child(ren) living part-time with me (i.e., joint custody with ex-spouse)
- ☐ Legal ward(s) living with me
- ☐ Parent(s) or other relative(s)

If you have NO children/NO children under 21 years of age living in your household, fill in the circle ☐ and skip to Question 13.

12. How many of your children enrolled in DEERS under the age of 21 live in your household? (Include children for whom you have joint custody.)

| AGE GROUP OF CHILDREN | NUMBER OF CHILDREN IN AGE GROUP | | | | |
|-----------------------|---------------------------------|--|--|--|--|
|-----------------------|---------------------------------|--|--|--|--|

- | | | | | | |
|-------------------------|---|---|---|---|---|
| a. Under 6 weeks | ① | ② | ③ | ④ | ⑤ |
| b. 6 wks through 12 mos | ① | ② | ③ | ④ | ⑤ |
| c. 13 through 24 mos | ① | ② | ③ | ④ | ⑤ |
| d. 25 through 35 mos | ① | ② | ③ | ④ | ⑤ |
| e. 3 through 5 yrs | ① | ② | ③ | ④ | ⑤ |
| f. 6 through 9 yrs | ① | ② | ③ | ④ | ⑤ |
| g. 10 through 12 yrs | ① | ② | ③ | ④ | ⑤ |
| h. 13 through 15 yrs | ① | ② | ③ | ④ | ⑤ |
| i. 16 through 21 yrs | ① | ② | ③ | ④ | ⑤ |

13. Are you or any of the family members in your household currently receiving assistance from any of the sources listed below? (Select ALL that apply.)

- ☐ No, don't qualify for any assistance
- ☐ Food stamps
- ☐ Food Locker
- ☐ SHARE Program
- ☐ Woman Infant Children (WIC) Assistance
- ☐ Don't know if receiving any assistance

14. Were one or more of your parents, step-parents, or guardians on Active Duty in the military any time while you were growing up (prior to your 18th birthday)? (Select ALL that apply.)

- ☐ No
- ☐ Yes, Navy
- ☐ Yes, Marine Corps
- ☐ Yes, Air Force
- ☐ Yes, Army
- ☐ Yes, Coast Guard

15. Are you accompanied by the family members in your household on your present assignment?

- ☐ Does not apply/no family members
- ☐ Yes
- ☐ Temporarily unaccompanied (family members will join me later)
- ☐ Permanently unaccompanied because it was required for the billet
- ☐ Permanently unaccompanied because family members were not command sponsored (overseas tour)
- ☐ Permanently unaccompanied by choice

Answer Question 16 only if you selected this option. Otherwise, skip to Question 17.

16. Which reasons BEST describe why you are permanently unaccompanied by family members in your household?

(Select UP TO THREE answers.)

- ☐ Spouse employment
- ☐ Home ownership
- ☐ Availability of military family housing
- ☐ Availability of civilian housing
- ☐ Cost of civilian housing
- ☐ Spouse's education
- ☐ Children's schools
- ☐ Ties to the community
- ☐ Family members prefer to remain in another location
- ☐ Costs associated with moving
- ☐ Your work schedule
- ☐ Availability of health care and education services for special needs
- ☐ Availability of activities/facilities for family members/child care
- ☐ Inadequate time to make moving arrangements
- ☐ Length of new duty assignment
- ☐ Personal reasons
- ☐ Other _____
- ☐ Not applicable

17. What is your current age?

| Years | | Months | |
|-------|---|--------|---|
| 0 | 0 | 0 | 0 |
| 1 | 1 | 1 | 1 |
| 2 | 2 | 2 | 2 |
| 3 | 3 | 3 | 3 |
| 4 | 4 | 4 | 4 |
| 5 | 5 | 5 | 5 |
| 6 | 6 | 6 | 6 |
| 7 | 7 | 7 | 7 |
| 8 | 8 | 8 | 8 |
| 9 | 9 | 9 | 9 |

6

CAREER

18. How long have you been on Active Duty in the Navy? (Count the time from the day you were sworn in.)

| Years | | Months | |
|-------|---|--------|---|
| 0 | 0 | 0 | 0 |
| 1 | 1 | 1 | 1 |
| 2 | 2 | 2 | 2 |
| 3 | 3 | 3 | 3 |
| 4 | 4 | 4 | 4 |
| 5 | 5 | 5 | 5 |
| 6 | 6 | 6 | 6 |
| 7 | 7 | 7 | 7 |
| 8 | 8 | 8 | 8 |
| 9 | 9 | 9 | 9 |

19. What is your current military status?

- ☐ USN
- ☐ USNR
- ☐ USNR (TAR)
- ☐ USNR (265/TEMAC/Canvasser Recruiter/ACDUTRA)

20. What is your paygrade?

- | | | |
|---------------------------|----------------------------|------------------------------------|
| <input type="radio"/> E-1 | <input type="radio"/> W-1 | <input type="radio"/> O-1 |
| <input type="radio"/> E-2 | <input type="radio"/> W-2 | <input type="radio"/> O-2 |
| <input type="radio"/> E-3 | <input type="radio"/> W-3 | <input type="radio"/> O-3 |
| <input type="radio"/> E-4 | <input type="radio"/> W-4 | <input type="radio"/> O-4 |
| <input type="radio"/> E-5 | | <input type="radio"/> O-5 |
| <input type="radio"/> E-6 | | <input type="radio"/> O-6 |
| <input type="radio"/> E-7 | <input type="radio"/> O-1E | <input type="radio"/> O-7 or above |
| <input type="radio"/> E-8 | <input type="radio"/> O-2E | |
| <input type="radio"/> E-9 | <input type="radio"/> O-3E | |

21. How long have you been in your current paygrade?

| Years | | Months | |
|-------|---|--------|---|
| 0 | 0 | 0 | 0 |
| 1 | 1 | 1 | 1 |
| 2 | 2 | 2 | 2 |
| 3 | 3 | 3 | 3 |
| 4 | 4 | 4 | 4 |
| 5 | 5 | 5 | 5 |
| 6 | 6 | 6 | 6 |
| 7 | 7 | 7 | 7 |
| 8 | 8 | 8 | 8 |
| 9 | 9 | 9 | 9 |

22. What is your designator?
(Begin numbering in the LEFT column.)

☐ Does not apply/I am enlisted

| | | | |
|---|---|---|---|
| | | | |
| 0 | 0 | 0 | 0 |
| 1 | 1 | 1 | 1 |
| 2 | 2 | 2 | 2 |
| 3 | 3 | 3 | 3 |
| 4 | 4 | 4 | 4 |
| 5 | 5 | 5 | 5 |
| 6 | 6 | 6 | 6 |
| 7 | 7 | 7 | 7 |
| 8 | 8 | 8 | 8 |
| 9 | 9 | 9 | 9 |

23. If you are a Chief Petty Officer, Petty Officer, or an officially DESIGNATED STRIKER (qualified to wear the striker rating badge), what is your general rating?
(Begin lettering in the LEFT column.)

☐ Does not apply/I am an officer
☐ Not rated/not designated striker

| | | |
|---|---|---|
| | | |
| A | A | A |
| B | B | B |
| C | C | C |
| D | D | D |
| E | E | E |
| F | F | F |
| G | G | G |
| H | H | H |
| I | I | I |
| J | J | J |
| K | K | K |
| L | L | L |
| M | M | M |
| N | N | N |
| O | O | O |
| P | P | P |
| Q | Q | Q |
| R | R | R |
| S | S | S |
| T | T | T |
| U | U | U |
| V | V | V |
| W | W | W |
| X | X | X |
| Y | Y | Y |
| Z | Z | Z |

24. Are both males and females assigned to your present command?

☐ Yes
☐ No

25. How much do you AGREE or DISAGREE with the following statements?

- a. I feel women have the ability to successfully carry out the duties of their combat roles in the Navy
- b. I fully accept women in their combat roles in the Navy

| | | | | |
|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

26. What is your current billet?

- ☐ Sea duty
☐ Shore duty
☐ Other (e.g., neutral duty, Duty Under Instruction)

27. To what type of ship/activity are you currently assigned?

(If applicable, select ALL that apply.)

- ☐ Shore or Staff Command
☐ Afloat staff
☐ Training Command
☐ Aviation Squadron (deployed to ships)
☐ Aviation Squadron (deployed to shore)
☐ Carrier based A/C Squadron/Detachment
☐ Aircraft Carrier (other than carrier based A/C Squadron/Detachment)
☐ Cruiser
☐ Destroyer types (includes frigates)
☐ Minecraft
☐ Submarine
☐ Tender/Repair ship
☐ Reserve Unit
☐ Service Force ship
☐ Amphibious ship
☐ Amphibious craft
☐ Other _____

28. In which FLEET are you now homeported?

- ☐ Does not apply
☐ 2nd Fleet, Atlantic
☐ 3rd Fleet, Pacific
☐ 5th Fleet, Persian Gulf
☐ 6th Fleet, Mediterranean
☐ 7th Fleet, Far East
☐ Don't know

29. What is the geographical location of your current assignment? (If deployed, where are you homeported or based?)

- ☐ Alaska or Hawaii
- ☐ CONUS (continental U.S., excluding Alaska and Hawaii)
- ☐ Europe
- ☐ Far East
- ☐ Caribbean
- ☐ Middle East
- ☐ South or Central America
- ☐ Other _____

30. What is the zip code of your current DUTY STATION? (Duty station zip can be found on the envelope in which you received this survey.)

| | | | | | | | | | | | |
|---|---|---|---|---|---|----|---|---|---|---|---|
| | | | | | | -- | | | | | |
| 0 | 0 | 0 | 0 | 0 | 0 | -- | 0 | 0 | 0 | 0 | 0 |
| 1 | 1 | 1 | 1 | 1 | 1 | -- | 1 | 1 | 1 | 1 | 1 |
| 2 | 2 | 2 | 2 | 2 | 2 | -- | 2 | 2 | 2 | 2 | 2 |
| 3 | 3 | 3 | 3 | 3 | 3 | -- | 3 | 3 | 3 | 3 | 3 |
| 4 | 4 | 4 | 4 | 4 | 4 | -- | 4 | 4 | 4 | 4 | 4 |
| 5 | 5 | 5 | 5 | 5 | 5 | -- | 5 | 5 | 5 | 5 | 5 |
| 6 | 6 | 6 | 6 | 6 | 6 | -- | 6 | 6 | 6 | 6 | 6 |
| 7 | 7 | 7 | 7 | 7 | 7 | -- | 7 | 7 | 7 | 7 | 7 |
| 8 | 8 | 8 | 8 | 8 | 8 | -- | 8 | 8 | 8 | 8 | 8 |
| 9 | 9 | 9 | 9 | 9 | 9 | -- | 9 | 9 | 9 | 9 | 9 |

31. In which of the following sources do you find most of your general information about the Navy? (Select ONE answer.)

- ☐ Navy produced information sources (your base/station newspaper, Navy/Marine Corps TV News, All Hands magazine, Navy messages, plans of the day/week, morning quarters, Captain's Call, word from your leading petty officer/division officer, other Navy information sources)
- ☐ Externally produced information sources (Navy Times or other Navy focused publications)
- ☐ Local or national newspaper
- ☐ Local or national television

32. Where do you find most of your information about Navy personnel policies and programs which affect you? (Select ONE answer.)

- ☐ Navy produced information sources (your base/station newspaper, Navy/Marine Corps TV News, All Hands magazine, Navy messages, plans of the day/week, morning quarters, Captain's Call, word from your leading petty officer/division officer, other Navy information sources)
- ☐ Externally produced information sources (Navy Times or other Navy focused publications)
- ☐ Local or national newspaper
- ☐ Local or national television

33. Since the Bureau of Naval Personnel (BUPERS) Home Page came on-line in September 1995, I have used it:

- ☐ Never (I did not know it existed)
- ☐ Never (but I knew it existed)
- ☐ Never (I do not have Internet access)
- ☐ A few times, and I was satisfied
- ☐ A few times, and I did not find it useful
- ☐ Frequently; I find it very useful and informative

DETAILING AND ASSIGNMENT PROCESS

34. How far in advance of your last Projected Rotation Date (PRD) did you first contact your detailee?

- ☐ 1 to 30 days
- ☐ 31 to 60 days
- ☐ 61 to 90 days
- ☐ 91 days to 6 months
- ☐ More than 6 months
- ☐ Does not apply

35. How far in advance of your last PRD did you negotiate your orders?

- ☐ Not applicable
- ☐ 1 to 30 days
- ☐ 31 to 60 days
- ☐ 61 to 90 days
- ☐ 91 days to 6 months
- ☐ More than 6 months

36. How many assignment choices were available to you on your first call to your detailee?

- ☐ Not applicable
- ☐ More than 4
- ☐ 4
- ☐ 3
- ☐ 2
- ☐ 1
- ☐ None, told to call back at the next requisition date

37. How far in advance of your last change of station or actual rotation date did you receive your orders?

- ☐ Not applicable
- ☐ 1 to 30 days
- ☐ 31 to 60 days
- ☐ 61 to 90 days
- ☐ 91 days to 6 months
- ☐ More than 6 months
- ☐ Did not receive orders in advance

38. Were your last orders issued early enough to allow you to complete preparations for your PCS move?

- ☐ Move not required, new duty station was in same geographic location
- ☐ Yes
- ☐ No
- ☐ Not applicable

39. How important is homebasing (i.e., a career sailor remaining in the same geographic location for most of his/her tours) to you?

- ☐ Very important
- ☐ Important
- ☐ Neither important nor unimportant
- ☐ Unimportant
- ☐ Very unimportant

40. Do you feel there is a conflict between homebasing and maintaining a promotable career path?

- ☐ Yes
- ☐ No

41. How effective is your detailer in resolving conflicts between your personal desires and the needs of the Navy?

- ☐ Very effective
- ☐ Effective
- ☐ Not very effective
- ☐ Not effective at all
- ☐ Does not apply

42. When choosing your last assignment, what was your primary concern?

- ☐ Future promotability
- ☐ Type of duty
- ☐ Geographic location
- ☐ Platform
- ☐ Spouse's collocation
- ☐ Other _____

43. Overall, how prepared were you for your last deployment?

- ☐ Extremely prepared
- ☐ Mostly prepared
- ☐ Somewhat prepared
- ☐ Barely prepared
- ☐ Not prepared
- ☐ Does not apply

44. How much do you AGREE or DISAGREE with the following statements?

| | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| a. I want to experience a variety of assignments in different locations during my career in the Navy | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. I want to stay in a specific geographic location (homeport) for the majority of my tours in the Navy | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. I would be willing to serve longer sea duty tours if it would allow me to stay in a specific geographic location (homeport) for the majority of my tours | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. I would be willing to extend one year on sea duty for an extension bonus equal to one month's basic pay | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. I would be willing to extend one year on overseas duty for an extension bonus equal to one month's basic pay | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

45. Fill in the circle next to the homeport where you would want to spend the majority of your tours (you may pick more than one):

- ☐ Bangor/Bremerton, WA
- ☐ Brunswick/Bath, ME
- ☐ Camp Pendleton, CA
- ☐ Corpus Christi/Ingleside/Kingsville, TX
- ☐ Earle, NJ
- ☐ Everett/Whidbey Island, WA
- ☐ Havelock/Cherry Point/Camp Lejeune, NC
- ☐ Jacksonville, FL/Mayport, FL/Kings Bay, GA
- ☐ Lemoore, CA
- ☐ Naples, Italy
- ☐ New London/Groton, CT
- ☐ Norfolk/Tidewater Area, VA
- ☐ Pascagoula/Gulfport, MS
- ☐ Pearl Harbor, HI
- ☐ Port Hueneme/Point Mugu, CA
- ☐ Rota, Spain
- ☐ San Diego, CA
- ☐ Sasebo, Japan
- ☐ Tinker AFB/Oklahoma City, OK
- ☐ Yokosuka, Japan

46. Fill in the circle next to the reason or reasons for the choice of homeport you made in Question 45 (you may pick more than one):

- ☐ Cost of living
- ☐ Spouse employment
- ☐ Schools for family members
- ☐ Medical care
- ☐ Relatives live close by
- ☐ Climate/weather
- ☐ Military housing
- ☐ Recreational activities
- ☐ Purchased a home
- ☐ Other _____

47. I would not reenlist if I was transferred to a command in the following location(s) (you may pick more than one):

- ☐ Bangor/Bremerton, WA
- ☐ Brunswick/Bath, ME
- ☐ Camp Pendleton, CA
- ☐ Corpus Christi/Ingleside/Kingsville, TX
- ☐ Earle, NJ
- ☐ Everett/Whidbey Island, WA
- ☐ Havelock/Cherry Point/Camp Lejeune, NC
- ☐ Jacksonville, FL/Mayport, FL/Kings Bay, GA
- ☐ Lemoore, CA
- ☐ Naples, Italy
- ☐ New London/Groton, CT
- ☐ Norfolk/Tidewater Area, VA
- ☐ Pascagoula/Gulfport, MS
- ☐ Pearl Harbor, HI
- ☐ Port Hueneme/Point Mugu, CA
- ☐ Rota, Spain
- ☐ San Diego, CA
- ☐ Sasebo, Japan
- ☐ Tinker AFB/Oklahoma City, OK
- ☐ Yokosuka, Japan

If you have NOT used BUPERS ACCESS, or the next question does not apply, fill in the circle ☐ and skip to the next box below.

48. If you have used the BUPERS ACCESS computer bulletin board system (or if someone else operated it for you), please rate the extent to which you AGREE or DISAGREE with each of the following statements:

| | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| a. The system is easy to use | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. The system gave me the information I needed | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. The system made it easier to communicate with my detailer | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. The system has reduced the number of calls I make to my detailer | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

If you have NOT used the BUPERS Interactive Voice Response (IVR) 1-800-NAVY789 system, then the next question does not apply; fill in the circle ☐ and skip to the next box on page 11.

49. If you have used the BUPERS Interactive Voice Response (IVR) 1-800-NAVY789 system, please rate the extent to which you AGREE or DISAGREE with each of the following statements:

| | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| a. The system is easy to use | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. The system gave me the information I needed | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. The system made it easier to communicate with my detailer | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. The system has reduced the number of calls I make to my detailer | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

If you have NOT used the Job Advertising and Selection System (JASS), then the next question does not apply; fill in the circle ☐ and skip to Question 51.

50. If you have used the Job Advertising and Selection System (JASS), please rate the extent to which you AGREE or DISAGREE with each of the following statements:

| | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| a. The system is easy to use | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. The system gave me the information I needed | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. The system made it easier to communicate with my detailer | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. The system has reduced the number of calls I make to my detailer | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

51. How effective do you feel each of the following methods is for interacting with your detailer?

| | Very effective | Effective | Neither | Ineffective | Very ineffective | Don't know/never use it |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-------------------------|
| a. Preference Card/Form | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Enlisted Personnel Action Request (NAVPERS 1306/7) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Letter/FAX | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Telephone (normal detailing hours) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Telephone (AM/PM detailing hours) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Voice Mail | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Electronic Mail | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. BUPERS Interactive Voice Response (IVR) 1-800-NAVY789 system | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. Job Advertising and Selection System (JASS) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. Personal visit | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| k. Detailer field trip | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| l. BUPERS ACCESS | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| m. Naval message | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| n. Command Career Counselor/Representative | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

52. Would you be interested in extending on sea duty beyond your original PRD if bonuses were increased by the amounts listed below?

☐ Does not apply/would not extend for any incentive

| | Yes | No |
|------------------------------|-----------------------|-----------------------|
| \$2,000 per year for 2 years | <input type="radio"/> | <input type="radio"/> |
| \$3,000 per year for 3 years | <input type="radio"/> | <input type="radio"/> |
| \$4,000 per year for 4 years | <input type="radio"/> | <input type="radio"/> |
| \$5,000 per year for 5 years | <input type="radio"/> | <input type="radio"/> |

53. I would extend beyond 5 consecutive years on sea duty if sea pay remained the same and a bonus of approximately \$3,000 per year was offered.

☐ Does not apply/do not receive sea pay
☐ Strongly agree
☐ Agree
☐ Neither agree nor disagree
☐ Disagree
☐ Strongly disagree

54. Would you be interested in extending on sea duty for the amount of time listed below beyond your original PRD if your subsequent shore duty was extended the same amount of time?

☐ Does not apply

| | Yes | No |
|-------------------|-----------------------|-----------------------|
| Extend by 1 year | <input type="radio"/> | <input type="radio"/> |
| Extend by 2 years | <input type="radio"/> | <input type="radio"/> |
| Extend by 3 years | <input type="radio"/> | <input type="radio"/> |
| Extend by 4 years | <input type="radio"/> | <input type="radio"/> |

55. Would you be interested in extending on sea duty for the amount of time listed below beyond your original PRD if your homeport remained the same?

☐ Does not apply

| | Yes | No |
|-------------------|-----------------------|-----------------------|
| Extend by 1 year | <input type="radio"/> | <input type="radio"/> |
| Extend by 2 years | <input type="radio"/> | <input type="radio"/> |
| Extend by 3 years | <input type="radio"/> | <input type="radio"/> |
| Extend by 4 years | <input type="radio"/> | <input type="radio"/> |

56. Would you be interested in extending on sea duty if you were not subject to federal taxes (i.e., tax exemption) during your deployments?

☐ Yes
☐ No
☐ Not sure
☐ Does not apply

Use the last page of the questionnaire to make any comments you wish about the Detailing and Assignment Process.

QUALITY OF LIFE PROGRAMS

SERVICE MEMBER AND FAMILY SUPPORT PROGRAMS

57. A. If you have used the following Service Member and Family Support programs/services at your PRESENT DUTY STATION, please rate their quality.

B. If you marked "Not Used" in Section A, please indicate in Section B the MOST important reason why you did not use that program/service.

- a. Deployment Support Programs
- b. Family Service Center (FSC) Counseling (personal, family, marital)
- c. Exceptional Family Member (EFM) Program
- d. Relocation Assistance Program (RAP) (e.g., homeport change, SITES, loan locker, Indoc)
- e. Transition Assistance Management Program (TAMP)
- f. Sexual Assault Victim Assistance Program
- g. Sexual Assault Awareness and Prevention presentation
- h. Housing Referral Services
- i. Housing Management Services
- j. FSC Family Education Programs
- k. New Parent Support Team
- l. Family Service Centers-overall
- m. Spouse Employment Assistance Program (SEAP)
- n. Family Advocacy Program (FAP)
- o. Personal Financial Management (PFM)
- p. Victim Witness Assistance
- q. Military ID card issuing services
- r. Navy Family Ombudsman Program
- s. Legal Assistance Services

| A. Quality | | | | | B. Reason Not Used | | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|------------------------|------------------------------|-----------------------|--------------------------|-----------------------|-----------------------|
| Very good | Good | Average | Poor | Very poor | Never heard of program | Not used/no experience | Prefer off-base alternatives | Don't need services | Not informed of services | Not accessible | Not available |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
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59. How often do you have trouble paying your bills?

- ☐ Never
- ☐ Seldom
- ☐ Occasionally
- ☐ Usually
- ☐ Always

60. How much of an emergency fund (cash deposited in a savings institution immediately available for emergencies) do you keep available?

- ☐ None or less than one pay period
- ☐ One pay period
- ☐ One months pay
- ☐ Two months pay
- ☐ Three or more months pay

61. Do you know who your Command or Divisional Financial Specialist is?

- ☐ Yes
- ☐ No

62. Does your Command or Divisional Financial Specialist conduct adequate training on financial subjects?

- ☐ Yes
- ☐ No
- ☐ Does not apply/don't know

63. I would like to attend training in the following topics: (Select ALL that apply.)

- ☐ Car buying strategies
- ☐ College savings
- ☐ Retirement
- ☐ Home buying
- ☐ Budgeting
- ☐ Garnishment
- ☐ Debt management
- ☐ Investments
- ☐ Military pay structure
- ☐ Major purchasing strategies

64. How would you evaluate your command's involvement with personal financial matters in each of the following areas?

| | Very effective | Effective | Neither | Ineffective | Very ineffective | Don't know/not applicable |
|-------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------------------|
| a. Collection | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Advising members of their rights | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Dependent issues | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

65. Which of the following military legal assistance services have you or your family used in the last 24 months? (Select ALL that apply.)

- ☐ Wills/powers of attorney/SGLI (Serviceman's Group Life Insurance)
- ☐ Separation/divorce
- ☐ Child support/custody
- ☐ Tax assistance
- ☐ Landlord-tenant/real estate
- ☐ Financial counseling/bankruptcy/debts
- ☐ Consumer affairs/contracts
- ☐ Adoption/name change
- ☐ Notary Public
- ☐ Other _____
- ☐ Not applicable/none

66. Which of the following documents do you or your family have? (Select ALL that apply.)

- ☐ Will
- ☐ Power of attorney
- ☐ SGLI
- ☐ Health care directive ("living will")
- ☐ None

67. How many times have you or your family used Navy legal assistance services in the last 24 months?

- ☐ 0
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4 or more

68. Improvements in the conditions of sea service/duty would improve my quality of life.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Does not apply

69a. What would improve your quality of life aboard ship while IN PORT?

(Select UP TO FIVE answers.)

- ☐ Upgrade of living spaces
- ☐ Upgrade of leisure areas
- ☐ Improvement to sailors' lounge/recreation room/activities
- ☐ Increased leisure activities
- ☐ More privacy
- ☐ Quality of food/food service
- ☐ More flexible chow hours
- ☐ Increased job training
- ☐ Better ship-shore/telephone communications/e message
- ☐ Modified/more balanced OPTEMPO/PERSTEMPO schedule
- ☐ Increased shore visits/port calls
- ☐ Availability of FSC deployment services program
- ☐ Availability of educational programs (i.e., DANTES, PACE)
- ☐ Enhanced library facilities
- ☐ Entertainment media (e.g., videos, video games, etc.)
- ☐ Pre-deployment stand down
- ☐ Less frequent duty days/more duty sections
- ☐ More predictable working hours
- ☐ Other _____

69b. What would improve your quality of life aboard ship while UNDERWAY?

(Select UP TO FIVE answers.)

- ☐ Upgrade of living spaces
- ☐ Upgrade of leisure areas
- ☐ Improvement to sailors' lounge/recreation room/activities
- ☐ Increased leisure activities
- ☐ More privacy
- ☐ Quality of food/food service
- ☐ More flexible chow hours
- ☐ Increased job training
- ☐ Better ship-shore/telephone communications/e message
- ☐ Modified/more balanced OPTEMPO/PERSTEMPO schedule
- ☐ Increased shore visits/port calls
- ☐ Availability of FSC deployment services program
- ☐ Availability of educational programs (i.e., DANTES, PACE)
- ☐ Enhanced library facilities
- ☐ Entertainment media (e.g., videos, video games, etc.)
- ☐ Pre-deployment stand down
- ☐ Other _____

MORALE, WELFARE, AND RECREATION (MWR) AND HOUSING

If you are NOT serving on a ship, skip to Question 72.

70. To what degree would your quality of life ON BOARD SHIP be reduced if the following shipboard recreation program activities or services were not available?

| | Not reduced | Somewhat reduced | Reduced | Greatly reduced | Does not apply | Not available |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Fitness equipment | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Fitness activities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Entertainment tickets/local tours | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Board/table games | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Recreation/sports gear issue | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Base recreation activities when in port | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Crew's lounges | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. Movies/TV entertainment | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

71. From the following list of SHIPBOARD recreation programs, select those IMPORTANT to you in contributing to your quality of life. (Select UP TO FOUR answers.)

- ☐ Tours ashore - homeport
- ☐ Tours ashore - liberty port
- ☐ Sightseeing tours
- ☐ Discount tickets/ticket rebate programs
- ☐ Gear issue
- ☐ Special events in port
- ☐ Special events underway
- ☐ Sports and athletics
- ☐ Video games
- ☐ Leisure reading
- ☐ Computers for personal use
- ☐ Movies/TV entertainment
- ☐ Leisure/skills development
- ☐ Exercise/physical fitness
- ☐ Board games
- ☐ Listening to music

72. Which BEST describes your current living arrangements?

- ☐ Military family housing
- ☐ Government-leased housing in the civilian community
- ☐ Personally-owned (or shared ownership) housing in the civilian community
- ☐ Shared rental housing in the civilian community
- ☐ Personally-rented housing in the civilian community
- ☐ Personally-rented space to park mobile home owned by service member
- ☐ On a ship
- ☐ Bachelor's Quarters (BQ)
- ☐ Other _____

73. If you are shore based and live in Bachelor's Quarters, would you voluntarily move off-base if you were offered BAQ/VHA?

- ☐ (A) Definitely would
- ☐ (B) Probably would
- ☐ (C) Don't know
- ☐ (D) Probably would not
- ☐ (E) Definitely would not
- ☐ (F) Does not apply

74. If your answer to Question 73 was C, D, or E, what is the MOST important reason?

- ☐ Did not consider it
- ☐ PRD
- ☐ Crime
- ☐ Too expensive
- ☐ Transportation problem
- ☐ Availability problem
- ☐ Selected for advancement
- ☐ Separating from the Navy
- ☐ Other _____

75. If you were stationed aboard a ship and were offered the opportunity to move into the BQ, would you be willing to move?

- ☐ (A) Definitely would
- ☐ (B) Probably would
- ☐ (C) Don't know
- ☐ (D) Probably would not
- ☐ (E) Definitely would not

76. If your answer to Question 75 was C, D, or E, what is the MOST important reason?

- ☐ Did not consider it
- ☐ PRD
- ☐ Crime
- ☐ Too expensive
- ☐ Transportation problem
- ☐ Availability problem
- ☐ Selected for advancement
- ☐ Separating from the Navy
- ☐ Other _____

77. I prefer government family housing over dependent BAQ/VHA.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Not eligible/single

78. If you are assigned to a ship, and your ship is in homeport, where would you prefer to live?

- ☐ Not applicable
- ☐ Onboard ship
- ☐ Barracks
- ☐ Navy housing
- ☐ Civilian housing
- ☐ Other _____

79. If you are assigned to a ship, and your ship is in port, why do you choose to live onboard ship instead of living in the barracks?

- ☐ Does not apply/I live in the barracks
- ☐ Does not apply/I live off-base
- ☐ I am a geographic bachelor
- ☐ Barracks not available
- ☐ I prefer to live onboard ship
- ☐ I have no choices because of my duty assignments
- ☐ I am not authorized

80. How much do you AGREE or DISAGREE with the following statements?

- a. My present living arrangements are having a positive effect on my job performance
- b. My present living arrangements are having a positive effect on my decision to stay in the Navy
- c. In general, I can afford the things I or my family need(s)
- d. Overall, I am satisfied with my quality of life

| Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

If you do NOT have children between the ages of 6 and 17, fill in this circle ☐ and skip to the box before Question 83.

81. How **IMPORTANT** to you are the Navy-sponsored **YOUTH** (ages 6-17) recreation programs listed below?

| | Very important | Important | Neither important nor unimportant | Unimportant | Very unimportant | Choose not to participate | Don't know about | Not available to me |
|-----------------------------------|-----------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|---------------------------|-----------------------|-----------------------|
| a. Before/after school programs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Sports and fitness programs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Recreational/social activities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Day camps | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Personal development programs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Teen programs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

82. How **SATISFIED** are you with the overall quality of these Navy-sponsored **YOUTH** (ages 6-17) recreation programs at your base?

| | Very satisfied | Satisfied | Neither satisfied nor dissatisfied | Dissatisfied | Very dissatisfied | Choose not to participate | Don't know about | Not available to me |
|-----------------------------------|-----------------------|-----------------------|------------------------------------|-----------------------|-----------------------|---------------------------|-----------------------|-----------------------|
| a. Before/after school programs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Sports and fitness programs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Recreational/social activities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Day camps | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Personal development programs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Teen programs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

CHILD CARE

If you have **NO CHILDREN WHO REQUIRE CHILD CARE**, fill in this circle ☐ and skip to Question 90.

If you have children living with you part-time (i.e., joint custody with ex-spouse), answer the following questions based on the time you have children **LIVING WITH** you.

83. Who is the **PRIMARY** caregiver for your youngest child during your regular work day/shift? (Select **ONE** answer.)

- ☐ Spouse, by choice
- ☐ Spouse, not by choice
- ☐ Military Child Development Center
- ☐ Base-operated family home care program
- ☐ Private licensed facility
- ☐ Civilian operated family home care
- ☐ At-home employee (nanny, au pair, etc.)
- ☐ Relative/older siblings
- ☐ Friend
- ☐ Other _____
- ☐ I currently have no arrangements/I have a child care problem

84. If you are **NOT** using military child care centers or family home care, why not? (Select **ONE** answer.)

- ☐ Does not apply/I am using such care
- ☐ Do not need it/I have other arrangements
- ☐ Service is not available/I am not aware of such service
- ☐ Center and family home care have a waiting list
- ☐ Location of center is not convenient
- ☐ Quality of care available is substandard
- ☐ Restricted hours/no overnight care
- ☐ Too expensive
- ☐ Prefer child care closer to home
- ☐ Other _____

85. What weekly fees are you currently paying for **full-time** child care? (If you have more than one child, answer based on the **MOST** expensive weekly rate.)

- ☐ Not applicable
- ☐ Less than \$48 per week
- ☐ \$49-\$58 per week
- ☐ \$59-\$68 per week
- ☐ \$69-\$78 per week
- ☐ \$79-\$88 per week
- ☐ \$89-\$100 per week
- ☐ More than \$100 per week

86. How often do child care needs interfere with your ability to perform your job?

- ☐ Never
- ☐ Rarely
- ☐ Sometimes
- ☐ Often
- ☐ Very often

87. In what way do child care needs interfere with your performance?

(Select the MOST important answer.)

- ☐ Does not apply/do not interfere
- ☐ Distractions while on duty
- ☐ Miss work
- ☐ Late for work
- ☐ Must leave early
- ☐ Limits billet choices
- ☐ Needs cause friction with coworkers/supervisors
- ☐ Raises general stress level/anxiety
- ☐ Other _____

88. I am satisfied with my current child care arrangements.

- ☐ Does not apply
- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

89. I am satisfied with the Navy's child care system.

- ☐ Does not apply/have not used
- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree
- ☐ Strongly agree

VOLUNTARY EDUCATION

90. Have you earned a degree since you were on active duty and provided the proper documentation to make sure it appears in your microfiche?

- ☐ Yes, I have completed a degree and updated my service record
- ☐ Yes, I have completed a degree but have not updated my service record
- ☐ No, I have not completed a degree

91. How much do you AGREE or DISAGREE with the following statements?

| | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Does not apply |
|--|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|-----------------------|
| a. I am satisfied with the opportunity to continue my education at my current duty station | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. I am satisfied with the educational program I am pursuing based on my Navy educational benefits | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. I am satisfied with the courses available to me in the Program for Afloat College Education | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. I am satisfied with the educational counseling services available to me | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. I am satisfied with the variety of educational programs and delivery methods available to me | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. I understand my GI Bill (VEAP/EATP) benefits | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. I know I am eligible for GI Bill/VEAP/EATP benefits | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

92. What type of academic skills/courses would you be interested in taking? (Select ALL you want.)

- ☐ None
- ☐ Basic mathematics
- ☐ College algebra
- ☐ Advanced algebra
- ☐ Reading comprehension
- ☐ Grammar
- ☐ Writing
- ☐ Basic science
- ☐ Other _____

93. How would you make the educational services provided by the Navy Campus education office at your base even better?

(Select the THREE MOST important.)

- ☐ Open an education office at my base
- ☐ Publicize available educational programs
- ☐ Change and expand office hours to accommodate everyone
- ☐ Shorten waiting time to see counselors
- ☐ Provide better informed counselors
- ☐ Encourage more support from my chain of command
- ☐ Improve library accessibility on my base
- ☐ Provide more computers for both course and testing use
- ☐ Provide counselors who understand Navy issues

94. What do you think is the single **MOST** important thing the Navy could do to strengthen the Voluntary Education (VOLED) program? (Select **ONE** answer.)

- ☐ Maximize support from Tuition Assistance (TA)
- ☐ Hire more educational staff
- ☐ Incorporate new technology into program operations
- ☐ Offer PACE-type computer courses on all shore bases
- ☐ Refurbish educational offices
- ☐ Other _____

NAVY SPONSOR PROGRAM

95. How satisfied were you with the assistance from the sponsor assigned to you during your PCS transfer to your present command?

- ☐ I did not want a sponsor
- ☐ I was not assigned a sponsor
- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

96. Which of the following occurred during your last PCS transfer? (Select **ALL** that apply.)

- ☐ I was not assigned a sponsor
- ☐ Sponsor transferred before I arrived
- ☐ I did not receive a Welcome-Aboard package
- ☐ I did not receive a letter from the command
- ☐ Sponsor did not meet me on arrival
- ☐ Sponsor did not help me
- ☐ None of these occurred

TRANSPORTATION

97. The transportation support provided by the Navy Passenger Transportation Office (NAVPTO) is responsive to my needs.

- ☐ Does not apply/have not used/not familiar with NAVPTO
- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

98. My TAD/TDY travel claim was processed in a timely manner.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Did not make travel claim

Use the last page of the questionnaire to make any comments you wish about Quality of Life, including Service Member and Family Support Programs, MWR/Housing, Child Care, Voluntary Education, Navy Sponsor Program, and Transportation.

ORGANIZATIONAL CLIMATE

JOB SATISFACTION

99. How much do you **AGREE** or **DISAGREE** with the following statements?

- a. I am satisfied with the quality of leadership at my command
- b. My command supports command events
- c. I am generally satisfied with my current job
- d. In general, I like the work I do in the Navy
- e. I am satisfied with my physical working conditions
- f. I am satisfied with my career development
- g. I enjoy my career in the Navy
- h. I am glad I chose to join the Navy instead of other alternatives I was considering

| Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

100. How much do you AGREE or DISAGREE with the following statements?

- a. I think I am adequately paid for the job I do
- b. The amount I am paid is an important reason for me to stay in the Navy
- c. The amount I would receive as retirement benefits is an important reason for me to stay in the Navy until retirement
- d. I think the pay allowances given to Navy members with dependents relative to that given to members without dependents is fair

| Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

101. What are your CURRENT Navy career plans?

- ☐ Definitely decided to stay in the Navy at least until eligible to retire
- ☐ Probably will stay in the Navy at least until eligible to retire
- ☐ Don't know if I will stay in the Navy until eligible to retire
- ☐ Probably will not stay in the Navy until eligible to retire
- ☐ Definitely will not stay in the Navy until eligible to retire
- ☐ Eligible to retire now and have decided to leave
- ☐ Eligible to retire now, but have made no decision to leave
- ☐ Eligible to retire now and want to stay
- ☐ Not being allowed to stay until retirement
- ☐ Undecided

102a. What were your Navy career plans ONE YEAR AGO?

- ☐ Definitely decided to stay in the Navy at least until eligible to retire
- ☐ Probably would stay in the Navy at least until eligible to retire
- ☐ Didn't know if I would stay in the Navy until eligible to retire
- ☐ Probably would not stay in the Navy until eligible to retire
- ☐ Definitely would not stay in the Navy until eligible to retire
- ☐ Was eligible to retire and had decided to leave
- ☐ Was eligible to retire, but had made no decision to leave
- ☐ Was eligible to retire, but wanted to stay
- ☐ Not allowed to stay until retirement
- ☐ I was not in the Navy 12 months ago
- ☐ Undecided

102b. If your plans changed, why? _____

103. How SATISFIED or DISSATISFIED are you with the following aspects of leadership quality:

- a. Officer community
- b. LDO community
- c. Chiefs' community
- d. Overall Navy

| Very satisfied | Satisfied | Neither satisfied nor dissatisfied | Dissatisfied | Very dissatisfied |
|-----------------------|-----------------------|------------------------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

104. If you marked Dissatisfied or Very Dissatisfied in the above question, please indicate the MOST important reason why:

- a. Officer community
- b. LDO community
- c. Chiefs' community
- d. Overall Navy

| Not applicable | Micro-management | Lack of concern for personnel | Lack of leadership ability | Lack of training | Lack of integrity |
|-----------------------|-----------------------|-------------------------------|----------------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

105. Which of the following would be your MOST important reason for leaving or thinking of leaving the Navy?

- ☐ Lack of leadership integrity
- ☐ Lack of leadership training
- ☐ Lack of leadership ability
- ☐ Lack of leadership concern for personnel

106. In reference to the Performance Evaluation and Counseling System, did counseling occur at mid-term?

- ☐ Yes
- ☐ No
- ☐ Not sure

107. Did counseling occur when evaluation was done?

- ☐ Yes
- ☐ No
- ☐ Not sure

108. Were you given an opportunity to submit input to your evaluation?

- ☐ Yes
- ☐ No
- ☐ Not sure

109. By which of the below listed persons was your counseling conducted?

- ☐ Immediate supervisor
- ☐ Second level supervisor
- ☐ Other _____
- ☐ Not applicable, no counseling occurred

110. How do you feel about the trait grades assigned?

- ☐ Very fair/accurate
- ☐ Fair/accurate
- ☐ Neither fair/accurate nor unfair/inaccurate
- ☐ Unfair/inaccurate
- ☐ Very unfair/inaccurate

111. How do you feel about the promotion recommendation?

- ☐ Very fair/accurate
- ☐ Fair/accurate
- ☐ Neither fair/accurate nor unfair/inaccurate
- ☐ Unfair/inaccurate
- ☐ Very unfair/inaccurate

If you are an Officer, fill in the circle ☐ and skip to Question 115.

112. Will you be taking a reenlistment action within the next 12 months?

- ☐ Yes
- ☐ No

113. How likely is it that you will reenlist at your next decision point?

- ☐ Very likely
- ☐ Likely
- ☐ Undecided
- ☐ Unlikely
- ☐ Very unlikely

114. What influence did the Selective Reenlistment Bonus (SRB) have on your LAST decision to reenlist?

- ☐ Does not apply/am serving my first enlistment
- ☐ SRB not available in my rate
- ☐ No influence at all
- ☐ Minimal influence
- ☐ Significant influence

FORCE REDUCTION AND BASE CLOSURE ISSUES

115. How much do you AGREE or DISAGREE with the following statements?

- a. Rightsizing is being carried out in a way that is fair to all members
- b. Rightsizing tools (SERB, TERA, ENCORE) are aimed at the correct groups
- c. As a result of rightsizing, the best-performing people will leave the Navy
- d. After rightsizing, the Navy will be capable of carrying out its mission efficiently and effectively
- e. I expect to spend significantly more time at sea on my next tour due to decreased manning levels
- f. Rightsizing has decreased my level of job satisfaction

| Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Does not apply/don't know |
|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|---------------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

115. cont'd.

How much do you AGREE or DISAGREE with the following statements?

| | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Does not apply/don't know |
|--|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|---------------------------|
| g. I am less likely to choose to stay in the Navy until eligible to retire because of rightsizing | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. I would be more likely to leave the Navy if the support programs are reduced | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. Regardless of my performance, I expect to be separated/retired before I would have chosen to leave the Navy | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. The value of the retiree's benefits is declining | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| k. I expect that my family and I will have full access to military medical care when I retire | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| l. If retirement benefits are reduced, I would consider leaving the Navy prior to retirement eligibility | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| m. My civilian friends understand and respect the job I do | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| n. I feel the public strongly supports the military and its mission | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| o. If offered a separation bonus (e.g., VSI, SSB), early retirement, or other financial incentive to leave the Navy before my current enlistment/obligation is up, I would accept it | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| p. My command's mission requirements have decreased in proportion to its reduced manning levels | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| q. My unit's mission requirements have increased as a result of rightsizing | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| r. My workload has increased as a result of rightsizing | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| s. Rightsizing will delay my advancement | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| t. I would leave the Navy at the end of my current enlistment/obligation if suitable civilian employment were available | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

116. Are you currently assigned to a command which will close/be decommissioned/relocate due to rightsizing DURING your tour there?

- ☐ Yes
☐ No
☐ Don't know

NAVY CORE VALUES

117. How much do you AGREE or DISAGREE with the following statements?

| | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
|--|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| a. People should always tell the truth even though it may hurt them or other people | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Sometimes you have to bend or break the rules in order to get the job done | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Responsibility is a key quality of an effective sailor | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. It is important that people know and do their jobs well | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Being a team player is more important than individual accomplishment | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Loyalty to the Navy is ultimately more important than loyalty to my peers, subordinates, and superiors | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Concern for the well-being of shipmates is important | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. Everyone should serve his or her country in some way or another | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. People should always report others who engage in sexual harassment | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. When faced with difficult ethical, moral, and/or life choices, people should rely on their religious/spiritual faith in their decision making | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

COMMAND EVENTS

118. How much do you AGREE or DISAGREE with the following statements about conduct at command events? These are events intended to promote good morale and social interaction (e.g., initiations, hail-and-farewells, promotion ceremonies, and command picnics).

| | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Don't know/don't attend events |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|--------------------------------|
| a. Excessive use of alcohol by participants and guests at command events is not tolerated at my command | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Sexually suggestive activities, props, costumes, skits, gags, or gifts are not tolerated at command events | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Command members are not pressured to participate in command events | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Command events are conducted in a manner which upholds high professional standards | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Participants are involved in the planning of command events | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Use the last page of the questionnaire to make any comments you wish about Organizational Climate, including Job Satisfaction, Force Reduction and Base Closures, and Command Events.

HEALTH ISSUES

NAVY DRUG/ALCOHOL AND OBESITY PROGRAM POLICIES

119. Attendance at Alcohol and Drug Abuse for Managers/Supervisors (ADAMS) for E-6 and above personnel is encouraged at my command.

- ☐ ADAMS is not available at my command
☐ Don't know
☐ Strongly disagree
☐ Disagree
☐ Neither agree nor disagree
☐ Agree
☐ Strongly agree

120. How much do you AGREE or DISAGREE with the following statements on the Navy's drug/alcohol and obesity program policies?

| | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Don't know |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|-----------------------|
| a. Existing regulations on the use and abuse of alcohol should be more strictly enforced | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Penalties for the abuse of alcohol at my command are sufficient | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. At my command, the Navy's policies on alcohol use/abuse are applied fairly across all paygrades | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. At my command, the difference between alcohol use and alcohol abuse is clearly understood | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Treatment for problems related to alcoholism and alcohol abuse has a negative effect on a member's Navy career (e.g., makes it more difficult to obtain choice assignments, receive promotions, and be retained in the Navy) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. There is immediate intervention and referral to treatment for those with alcohol problems | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Alcohol abuse awareness and deglamorization/education efforts are important at my command | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

120. cont'd

How much do you **AGREE** or **DISAGREE** with the following statements on the Navy's drug/alcohol and obesity program policies?

| Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Don't know |
|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

- h. I have access to enough nutrition information to make healthy food choices
- i. There is immediate intervention and referral to treatment for those with obesity/compulsive overeating problems
- j. The Navy needs to improve its alcohol abuse prevention efforts

121. I have attended alcohol- and/or drug-related General Military Training (GMT) or alcohol-awareness training in the last six months at this command.

- ☐ Yes
- ☐ No
- ☐ Not applicable

122. I have attended the 4-hour alcohol-awareness course given by command DAPAs.

- ☐ Yes
- ☐ No
- ☐ Plan to attend

123. How much do you AGREE or DISAGREE with the following statements about drug/alcohol use/abuse in the Navy?

| Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Not applicable |
|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

- a. I know the Navy's policy about alcohol and other drug abuse
- b. This command intervenes and offers help for anyone with an alcohol problem
- c. I know my command Drug and Alcohol Program Advisor (DAPA) and feel free to contact him/her for assistance
- d. I feel free to report an alcohol- or drug-related incident which I have witnessed to my chain of command without fear of reprisal
- e. I feel free to request support from my chain of command if I have a problem with alcohol or drugs
- f. This command's DAPA is proactive in educating the command about alcohol and other drugs
- g. The command DAPA is supportive of anyone with an alcohol or other drug problem
- h. This command deglamorizes alcohol (e.g., does not promote alcohol at command functions)
- i. Alcohol- and/or drug-related incidents are promptly addressed by leadership in my chain of command
- j. I am aware of the Navy's "Right Spirit" campaign on alcohol abuse prevention and deglamorization
- k. The leadership in my command sets the proper example regarding responsible alcohol use
- l. My command always provides alternatives to alcohol at command events

HEALTH PROMOTION PROGRAMS

124. How much do you **AGREE** or **DISAGREE** with the following statements about health promotion programs?

| | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Don't know |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|-----------------------|
| a. A tobacco user can get assistance in quitting tobacco use | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. My command enforces the restricted-smoking policy | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. My command restricts the use of smokeless tobacco | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Physical Training periods on duty time are supported | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. The use of healthy stress management/stress reduction skills is encouraged at my command | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Individuals believed to be suicidal can get counseling at my command | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. I would exercise more if time were provided in my work schedule | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

125. Rank the reasons you exercise on a regular basis (at least three times a week). For the **MOST** important reason, fill in the circle under the "1". For the **LEAST** important reason, fill in the circle under the "6", etc.

☐ I do not exercise on a regular basis

| | 1 | 2 | 3 | 4 | 5 | 6 |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. To pass/do well on the PRT | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. To control my weight | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. To become/remain fit and healthy | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. To reduce stress/make me feel better | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. For the enjoyment of participating in sports | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Regular exercise is required at my command | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

126. How **SATISFIED** or **DISSATISFIED** are you with the overall quality of Navy-sponsored fitness facilities at your base?

☐ I do not use Navy-sponsored fitness facilities

| | Very satisfied | Satisfied | Neither satisfied nor dissatisfied | Dissatisfied | Very dissatisfied |
|---|-----------------------|-----------------------|------------------------------------|-----------------------|-----------------------|
| a. Cleanliness/maintenance (facility and equipment) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Equipment variety (strength) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Equipment variety (cardio-vascular) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Crowding/capacity | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Hours of operation | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Staff knowledge and customer service | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

127. Rank the reasons for you to stop using tobacco products. For the **MOST** important reason, fill in the circle under the "1". For the **LEAST** important reason, fill in the circle under the "6", etc.

☐ Does not apply/do not use tobacco products
☐ I am not trying/do not plan to stop using tobacco products

| | 1 | 2 | 3 | 4 | 5 | 6 |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Expense of tobacco products | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Peer pressure/social pressure | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Detriment to my health/my family's health | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Inconvenience | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. My command is a smoke-free command | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Personal desire to quit smoking | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

ACCESS TO MEDICAL FACILITIES

128. How much do you **AGREE** or **DISAGREE** with the following statements about access to Medical Facilities?

| | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| a. Medical-care facilities are easily accessible at my command | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. The accessibility of medical-care facilities has had a positive impact on my readiness | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. I am satisfied with the quality of medical services I receive | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

129. If you answered **Strongly disagree** or **Disagree** to part "a" of the previous question regarding accessibility of medical-care facilities, what reasons contribute to the lack of accessibility? (Select **ALL** that apply.)

- ☐ Not applicable
- ☐ Medical facilities are not available at my command/I must commute
- ☐ Medical facilities are not open at convenient times for me
- ☐ Medical facilities are too overcrowded to allow for convenient access

130. The approximate number of times my family members visit medical-care centers per year is:

- ☐ Does not apply
- ☐ 0
- ☐ 1-2
- ☐ 3-4
- ☐ 5-6
- ☐ 7-8
- ☐ 9-10
- ☐ 11-30
- ☐ More than 30

131. The approximate number of times I visit medical-care centers per year is:

- ☐ Does not apply
- ☐ 0
- ☐ 1-2
- ☐ 3-4
- ☐ 5-6
- ☐ 7-8
- ☐ 9-10
- ☐ 11-30
- ☐ More than 30

132. How frequently do your medical-care providers refer you to other health care providers?

- ☐ Never
- ☐ Seldom
- ☐ Often
- ☐ Depends on the nature of the visit

HIV/AIDS EDUCATION

133. Have you received training specifically addressing HIV/AIDS in the past 12 months? (Select **ALL** that apply.)

- ☐ Yes, Navy training
- ☐ Yes, other military service training
- ☐ Yes, civilian (local community) training
- ☐ No

134. How much HIV/AIDS information have you received from each of the following sources in the past 12 months?

| | A great deal of information | Some information | Very little information | No information at all | No experience/have not used |
|---|-----------------------------|-----------------------|-------------------------|-----------------------|-----------------------------|
| a. Military classroom training | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Commercial media (TV, radio, newspapers, magazines) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Drug/alcohol counselors/training | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Armed Forces radio and television | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Chaplains | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Training videos | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Doctor, counselor or treatment at Sexually Transmitted Diseases (STD) clinic | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

EXTREMIST/HATE GROUP ISSUES

Extremist/hate group organizations support supremacist causes; attempt to create illegal discrimination based on race, creed, color, gender, religion, or national origin; and advocate the use of force or violence, or otherwise engage in efforts to deprive individuals of their civil rights.

135. How much do you **AGREE** or **DISAGREE** with the following statements about extremist/hate group issues?

| | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Don't know |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|-----------------------|
| a. I am aware of the Navy's policy on participation in extremist/hate group activity | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Extremist/hate group activity is occurring at this command | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. I have seen extremist/hate group materials (e.g., fliers, announcements, tattoos) at this command | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. While at this command, I have been asked by another person to participate in extremist/hate group activity | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. While at this command, I have been the target or victim of extremist/hate group activity | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. I know someone assigned to this command who is a member of an extremist/hate group | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Extremist/hate group activity is not tolerated at this command | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

136. What is the date you completed this questionnaire?

| DATE | | |
|------|-----|-----|
| MO. | DAY | YR. |
| 0 | 0 | 0 |
| 1 | 1 | 1 |
| 2 | 2 | 2 |
| 3 | 3 | 3 |
| 4 | 4 | 4 |
| 5 | 5 | 5 |
| 6 | 6 | 6 |
| 7 | 7 | 7 |
| 8 | 8 | 8 |
| 9 | 9 | 9 |

THIS NEXT QUESTION IS OPTIONAL.

137. What is your Social Security Number?
It will help us conduct follow-on research.
Your confidentiality will be maintained.

| | | | | | | | | | | |
|---|---|---|----|---|---|----|---|---|---|---|
| 0 | 0 | 0 | -- | 0 | 0 | -- | 0 | 0 | 0 | 0 |
| 1 | 1 | 1 | -- | 1 | 1 | -- | 1 | 1 | 1 | 1 |
| 2 | 2 | 2 | -- | 2 | 2 | -- | 2 | 2 | 2 | 2 |
| 3 | 3 | 3 | -- | 3 | 3 | -- | 3 | 3 | 3 | 3 |
| 4 | 4 | 4 | -- | 4 | 4 | -- | 4 | 4 | 4 | 4 |
| 5 | 5 | 5 | -- | 5 | 5 | -- | 5 | 5 | 5 | 5 |
| 6 | 6 | 6 | -- | 6 | 6 | -- | 6 | 6 | 6 | 6 |
| 7 | 7 | 7 | -- | 7 | 7 | -- | 7 | 7 | 7 | 7 |
| 8 | 8 | 8 | -- | 8 | 8 | -- | 8 | 8 | 8 | 8 |
| 9 | 9 | 9 | -- | 9 | 9 | -- | 9 | 9 | 9 | 9 |

Comments

Use the space below and on the next page to make any comments you wish about ANY of the topics addressed in this survey. (Please label your comments by section name or question number.)

Thank you for completing this survey!
Please place it in the envelope provided and mail it as soon as possible.

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